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<b>14. ABSTRACT</b> General Amos' 2010 Planning Guidance lists improving diversity throughout the Marine Corps as one of four top priorities. This paper focuses on the need to address the declining number of black officers in the Marine Corps. The Commandant's strategy for USMC diversity invokes a top-down approach. This approach is critical if necessary change is to occur. To date, the Marine Corps has not kept pace with the Department of Defense regarding the integration of black officers. The Marine Corps should seek to be at the forefront in every aspect of military service. In order to accomplish this, our leaders must believe that diversity is needed and must ensure this sentiment is passed down. The intent of this paper is to challenge efficiencies and effectiveness of USMC diversity, as it pertains to black officers, and identify the changes that are required as we approach a future of changing demographics in America.					
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MASTER OF MILITARY STUDIES

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**DIVERSITY AND BLACK OFFICER INTEGRATION IN THE U.S. MARINE CORPS  
FOR 2011 AND BEYOND**

SUBMITTED IN PARTIAL FULFILLMENT  
OF THE REQUIREMENTS FOR THE DEGREE OF  
MASTER OF MILITARY STUDIES

**MAJ W. DOCTOR, JR., UNITED STATES MARINE CORPS**

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## **EXECUTIVE SUMMARY**

**Title:** Diversity and Black Officer Integration in the U.S. Marine Corps for 2011 and Beyond

**Author:** Major William Doctor, Jr., United States Marine Corps

**Thesis:** Diversity within the United States Marine Corps has not kept pace with the Department of Defense with respect to the integration of black officers.

**Discussion:** In his planning guidance for 2010, the 35<sup>th</sup> Commandant of the Marine Corps, General James F. Amos, listed the improvement of diversity representation throughout the Marine Corps as his fourth of four top priorities. In this document, he reveals his strategy for accomplishing this goal. The strategy is sound and signifies a top-down approach to addressing the issue of diversity in the United States Marine Corps. However, a specific concern has arisen that makes the success of this strategy paramount to the future of the Marine Corps. The number of black officers in the Marine Corps is trending downward. This problem must be addressed immediately. Why and how are the appropriate questions to begin this discussion.

**Conclusion:** As part of the Department of Defense, the Marine Corps is uniquely positioned to increase its integration of black officers. The Marine Corps as an institution is revered. The nation expects great things of its Marine Corps. To that end, the Marine Corps should seek to be at the forefront in every aspect of military service. Diversity is the aspect on which I intend to focus. By comparing and contrasting current and historical data through a comprehensive lens, I intend to challenge efficiencies and effectiveness of Marine Corps diversity, as it pertains to black officers, and identify what changes are necessary as we approach a future of changing demographics in America.

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THE OPINIONS AND CONCLUSIONS EXPRESSED HEREIN ARE THOSE OF THE AUTHOR, MAJOR DOCTOR, AND DO NOT NECESSARILY REPRESENT THE VIEWS OF EITHER THE MARINE CORPS COMMAND AND STAFF COLLEGE OR ANY OTHER GOVERNMENTAL AGENCY. REFERENCES TO THIS STUDY SHOULD INCLUDE THE FOREGOING STATEMENT.

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## PREFACE

The Department of Defense is the most diverse organization within the United States of America. This has been the case for many years. Regardless of which service one focuses on, that individual service provides a shining example of an attempt to employ diversity throughout its ranks. With this being the case, the delicate topic I have selected increases in sensitivity as I focus on a specific part of Marine Corps diversity. My intent, however, is not to raise the level of discomfort by discussing racial issues but rather to foster dialogue and stimulate creativity.

The issue of race in America has always fascinated me. At the onset of Academic School Year 2010-2011, I paid keen attention to the number of black officers in the course, and the exceedingly small number of black Marine Corps officers further intrigued me. The publishing of the 35<sup>th</sup> Commandant of the Marine Corps' 2010 Planning Guidance provided the impetus for my research. In his guidance, General Amos recognizes a need to diversify the Marine Corps. The Commandant's intent focuses on all races, genders, and ethnicities. However, I have elected to narrow my focus to just the need for increased integration of black officers. Although this subject is of interest to me, as a black Marine Corps officer, it is relevant to how the Marine Corps was and is perceived, as well as how it will be perceived in the future. That perception will not only affect the minority population in America, it will affect everyone who pays attention, and specifically, anyone who is interested in becoming a Marine. This raised many questions in my mind. If the Department of Defense is already a frontrunner in the realm of diversity, why do its effective practices need to continue? How does the Department of Defense's stance affect the Marine Corps? Should the Marine Corps seek to improve its diversity?

## **INTRODUCTION.**

Today's Department of Defense (DoD) is a recognized leader of racial, ethnic, religious, and gender diversity in its employment. Black Americans have particularly benefited from the pioneering efforts of the military services in the United States. The admittance of blacks in the military offered a platform for success that was not equally accessible to those blacks that were not in the military. Although many blacks served in segregated units and were products of quota systems designed to keep their numbers low, many found opportunity in serving their country.

In 1941, President Franklin Delano Roosevelt issued Executive Order Number 8802. Executive Order Number 8802 was hailed as the Fair Employment Act and created the Fair Employment Practices Committee (FEPC). Essentially, the Fair Employment Act eliminated the practice of discriminatory hiring based on race in the federal government and in those doing business with the federal government. The FEPC enforced it. This was landmark legislation as it created substantial opportunities for black Americans. However, the practice of segregation continued within the military through World War II. Segregation was the acceptable practice until 1948 when President Harry S. Truman declared his intent to desegregate the military. He issued Executive Order 9981 in July 1948, which effectively abolished segregation in the military and called for immediate integration.

The Civil Rights Act of 1964 was also a major gain for black Americans because it made discrimination and racial segregation illegal, and it enforced and protected the voting rights of all Americans. However, because the Fair Employment Act and Executive Order 9981 preceded the Civil Rights Act by twenty-three and sixteen years, respectively, the American military has had a longer history of integration than regular American society. Lessons learned over that time have bolstered the DoD's reputation in the realm of diversity. However, problems still exist.



The U.S. military has continued to take the lead in matters of diversity, equal opportunity, gender, and race. Its forward-thinking and proactive approach keeps DoD ahead of most civilian organizations in terms of employment and diversity. Minorities in DoD have acquitted themselves well in terms of notable accomplishment and upward mobility. However, DoD's work is not complete. Each service must strive to improve the level of diversity resident in its organization. Demographic changes in the American landscape will make it beneficial, if not necessary, for each service to explore creative ways to capitalize on the attributes of a diverse force. To that end, at the behest of General James F. Amos, our 35<sup>th</sup> Commandant, the United States Marine Corps (USMC) has embarked on a top priority venture to improve diversity representation throughout the Marine Corps. This signifies a concerted effort to change the overall make-up of the force. Such a change will undoubtedly lead to the Marine Corps more closely resembling the demographic composition of the American population. In order to achieve this resemblance, placing the issue of black Marine Corps officers at the forefront is critical. At the end of fiscal year (FY) 2010, black officers represented 8.8% of all DoD military officers. At the same point in time, black officers in the Army represented 12.8% of their officer force. Black officers in the Navy represented 7.8% of their officer force, and black officers in the Air Force represented 5.8% of their officer force. At the end of FY 2010, however, black officers in the USMC represented only 5.0% of the USMC officer force. Careful trend analysis of the Marine Corps suggests that more effort and creativity is necessary to grow a viable pool of black officers and bring this percentage up within the Marine Corps. Diversity enables the celebration of differences among peoples. To that end, black officers bring unique perspectives and contributions to the DoD. Diversity within the United States Marine Corps has not kept pace with the Department of Defense with respect to the integration of black officers.

## **BACKGROUND.**

Black soldiers have fought in every war within the United States.<sup>1</sup> The American Civil War employed over 179,000 black troops, representing 10% of the Union Army.<sup>2</sup> The U.S. Army also used black "Buffalo Soldiers", to expand the western frontier and fight in other military campaigns.<sup>3</sup> The U.S. Army commissioned its first black officers in the 1860s.<sup>4</sup> The first black officer to receive his wings in the U.S. Army Air Forces did so in March 1942 at the Tuskegee Army Airfield.<sup>5</sup> Two years later, the U.S. Navy's first black commissioned officers received their commissions in March 1944.<sup>6</sup> The Marine Corps, however, was slow to follow. In January 1942, then 17<sup>th</sup> Commandant of the Marine Corps, General Thomas Holcomb, testified that the addition of blacks to the Marine Corps would lead to a loss of efficiency.<sup>7</sup> Regardless of his continual protests, enlisted recruitment began and production of the first graduates at Montford Point occurred in November 1942. Montford Point in New River, North Carolina, was the segregated Marine Boot Camp training site for all black Marines. The recruitment of blacks for segregated training and follow-on service in segregated units exposed the need for initial set-up personnel at Montford Point. Therefore, the first employed recruits served as cooks, barbers, and other service jobs.<sup>8</sup>

As the Marine Corps lagged behind the other services in the commissioning of black officers, the issue became more and more visible as the voices of high profile proponents of civil rights, such as Eleanor Roosevelt, continued to champion change. Therefore, the day the Marine Corps would see its first black officers appeared imminent.

In contrast, however, and encouragingly, 1944 saw the first signs that the Marine Corps would eventually have black officers. That summer the first black Marines were assigned to the Navy's V-12 program, which was designed to provide qualified enlisted men with a college education at selected colleges and universities and ultimately with a commission in the Navy or Marine Corps Reserve. Only a few months before, in April, Headquarters Marine Corps had made a study that

recommended that no black Marine officers be procured at that time, but the study group recognized that such procurement might be ordered by higher authority, which led to recommendations, among others, that black officers be assigned to Montford Point only and that they not be assigned to command over white officers or enlisted men.<sup>9</sup>

The USMC eventually produced its first commissioned officer, Second Lieutenant (2ndLt) Frederick C. Branch, on 10 November 1945.<sup>10</sup>

The shortage of soldiers in the Korean War was opportune for Montford Point graduate recruits who wanted to fight and earn their deserved and rightful place as American citizens. Due to Executive Order 9981, blacks could, now in 1950, serve in all white units. However, consequently, Executive Order 9981 also called for the termination of Montford Point, which was the last segregated unit in the military.

### **BLACK HISTORY.**

Military participation by blacks can be seen in every American conflict. Blacks fought not only for America's freedom but also for their own. Freedom from slavery was often the principal reason blacks chose to fight. Despite being virtually unrewarded at every turn, blacks often provided the necessary manpower that allowed the Army and Navy to continue fighting despite heavy casualties suffered during conflict. During the Civil War, all southern blacks, slaves or free men, could join the Union Army, and the recruitment of blacks into the Army began to gain momentum. The number of total casualties on both sides gave blacks the opportunity to serve and provide the bodies to offset manpower shortages.

Racial issues continued to plague America in 1898, but fighting in wars brought the benefit of earning a wage and the potential for equal treatment. So, blacks continued to answer America's call. In 1914, black Americans served in World War I (WWI). Bryan stated, "They viewed the conflict as an opportunity to prove their loyalty, patriotism, and worthiness for equal treatment in

the United States.”<sup>11</sup> The military was still segregated through 1918. During WWI, black units saw little combat. Past successes and achievement meant very little. However, their presence was again necessary due to manpower shortages.<sup>12</sup> Although discrimination and maltreatment was prevalent, those few black units that saw combat, brought credit and honor to themselves.

The Army’s employment of blacks, compared to the other services, was by far the most aggressive. Bryan states, “Blacks could not serve in the Marines, and could only serve limited and menial positions in the Navy.”<sup>13</sup> The Navy relegated black Sailors to positions as cooks, waiters, janitors, and officers’ servants. Though segregation and exclusion from combat still ruled the day, blacks in the Army were offered non-servant related jobs.

World War II saw the continued desire by blacks to serve their country. Almost three times as many blacks registered for service than were allowed to serve. In 1944, over 700,000 blacks were in the Army, representing 8.7% of the Army but only 3.0% were in combat units.<sup>14</sup> In comparison, Binkin further states, “Approximately 167,000 blacks served in the Navy during the war, about 4 percent of total Navy strength; and over 17,000 blacks enlisted in the Marine Corps, 2.5 percent of all Marines.”<sup>15</sup> These statistics illustrate the pace with which the services were willing to integrate.

Executive Order 9981 of 1948 abolished segregation in the military. During this time period, filibusters ruled the day. Therefore, civil rights legislation saw extended debates and endless delays. Often, President Truman’s only recourse was the issuance of Executive Orders. Thus, during the Korean War, in 1950, black Americans were able to serve in combat units and continue in combat service support as well. However, racial problems in America continued. Although President Truman’s plan to improve racial tensions in the military began to gain traction, it did not extend to American society.

Black units were fully integrated in the Vietnam conflict. Blacks served predominantly in the infantry and represented the highest proportion of blacks to ever serve in an American war.<sup>16</sup> Blacks made up 11% of the American population and 12.6% of the soldiers in Vietnam.<sup>17</sup> Still, racial disharmony plagued America. In addition to the unrelenting hatred of blacks in America, the voice of civil rights leaders began to be heard, and tensions continued to mount.

The Gulf War in Iraq and the war in Afghanistan have provided the U.S. Army with additional opportunities to continue to institute diversity and change. The advent of the all-volunteer force in 1973 was a true watershed and contributed greatly to addressing problems of attrition and retention as well as discipline issues.<sup>18</sup> Today, all of the services are fully integrated, and all of the services have diversity programs that are devoted to equal opportunity and continual upgrade. Maintenance of diversity programs is essential to building on the varied attributes of diverse forces that are free from discrimination and a lack of upward mobility.<sup>19</sup> The Army has broken new ground in many areas relating to the diversification of its force. Though all of DoD is attempting to integrate more minority officers into the ranks, the Army still provides an example that should be emulated.

The quickest way to dispel stereotypes of black incapacity is to bring white people into contact with highly qualified Afro-American leaders. In the Army, this contact is likely to occur on the first day and to continue throughout the term of service.<sup>20</sup>

The production of black officers is a relevant issue. The U.S. Army has a robust representation of black officers throughout its ranks. As of the end of FY 2010, company grade black officers represented 13% of all Army company grade officers, 12.9% of all field grade officers, 10.4% of all Colonels, and 8.0% of all General officers, which surpassed DoD averages of 8.9% of all DoD company grade officers, 9.0% field grade officers, 6.6% Colonels, and 6.2% General officers, respectively. The USMC has tried to address this issue, through its recruiting efforts,

recognition of the importance of predominantly black colleges and universities, and diversity programs, but is losing ground. Solutions must be found.

### **USMC OFFICER CORPS.**

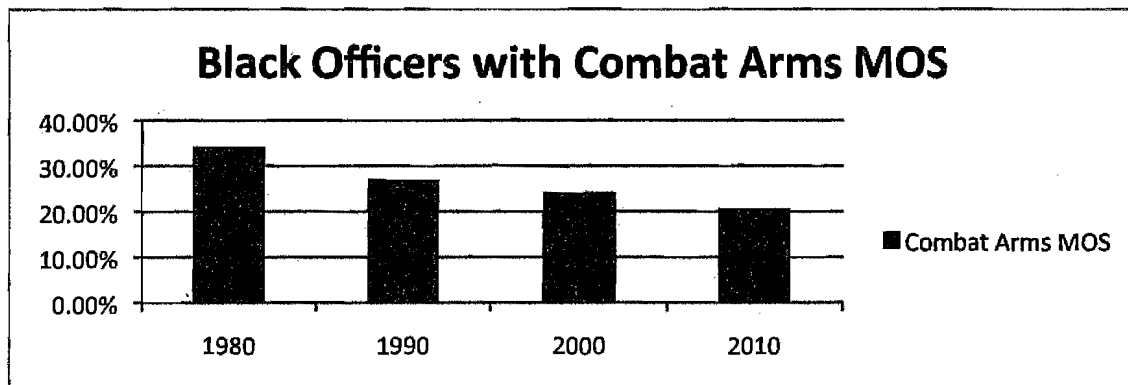
As late as 1993, in response to an inquiry into the shortage of minority officers in the USMC, then 30<sup>th</sup> Commandant of the Marine Corps, General Carl E. Mundy stated, "In the military skills, we find that the minority officers do not shoot as well as the non-minorities. They don't swim as well. And when you give them a compass and send them across the terrain at night in a land navigation exercise, they don't do as well at that sort of thing."<sup>21</sup> Military skills are comprised of leadership, land navigation, marksmanship, and swimming. Though the General apologized, his comments raise interesting questions. Should remedial military skills training be given more importance prior to beginning The Basic School (TBS), where newly commissioned USMC officers compete for military occupational specialties (MOS)? The question rates some consideration because the prevalent issue is the lack of exposure to rifles, swimming, and land navigation prior to joining the USMC. The importance of mastering these skills lies in the realization that without them, the chances for receiving combat arms MOSs decreases. Should military skills be the basis for combat arms MOS assignment? What is the relevance of General Mundy's criteria?

Any Marine in the officer selection office can train officer candidates in military skills. This training could occur while the officer candidate is awaiting the start of his/her commissioning program. This training could become very important to the military education of brand new lieutenants. In this way, when formal military skills instruction is given at TBS, it will not be the young officer's first exposure to military skills. The importance of an effort such as this cannot be understated. Graduation rankings from TBS follow officers throughout their entire careers.

Ultimately, officers who excel at TBS will usually be promoted before officers who do not. It does not make any difference if the lower-ranking TBS graduate later develops and matures into a far superior officer than the higher-ranking TBS graduate. As long as both officers remain in the service of the USMC and are selected for promotion, this will be the case because of the lineal standing of each officer. Theoretically, the system is, however, designed for each officer to be evaluated on his or her own merit via Fitness Reports (FitReps) from senior officers of the command. Nevertheless, at TBS, a prepared entry-level Marine officer will excel significantly when compared to an ill-prepared entry-level Marine officer with the discriminator being military skills. Therefore, in order to initially level the playing field, exposure to military skills has to be introduced earlier in the training cycle before TBS. Additionally, the importance of TBS should be perfectly clear to all who begin training. As stated, TBS graduation rankings affect lineal standing for future promotions as well as MOS selection.

The Marine Corps has instituted a “quality spread” concept, which provides that the top TBS students will be spread across all MOSs in order to benefit the Marine Corps as a whole. In short, this eliminates the possibility of the top 40 students selecting Infantry for their MOS. The relevance of this lies in the fact that the majority of USMC General officers have a combat arms MOS. This is also true of most DoD General officers. The issue with the USMC, however, is that combat arms MOSs (Infantry, Artillery, Tanks and Amphibious Assault Vehicles, Navigation Officers, and Pilots) for black officers has been in steady decline over the last 3 decades. Therefore, in the realm of diversity, not having a combat arms/tactical MOS limits one’s chances for promotion. Figure 1 illustrates this disturbing downward trend of combat arms MOS assignment for black USMC officers.

**Black USMC Officers with Combat Arms MOS ( Figure 1 )**

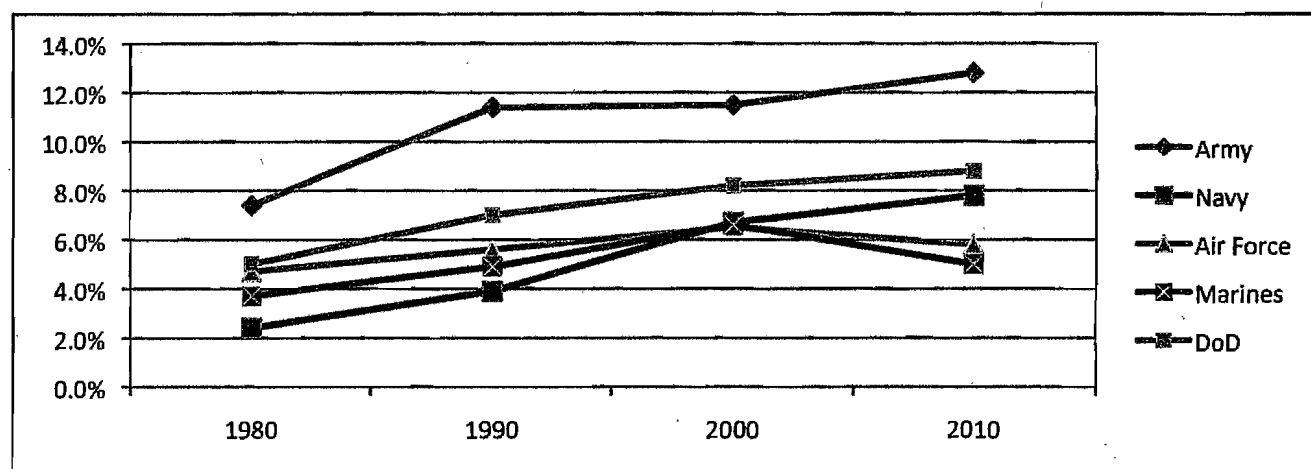


**TRENDS.**

Over the last three decades, the total number of DoD officers has fluctuated. However, the average number of DoD officers over that time period, in a given year, is approximately 230,000. The Air Force represents the service with the highest average number of officers, during that period, at approximately 82,320 followed by the Army at approximately 76,270, the Navy at approximately 54,600, and the Marine Corps at approximately 16,810. The average number of black officers, however, does not follow similarly. Over the time period, the Army leads the way with an approximate average of 8,100 black officers followed by the Navy at approximately 4,560, the Air Force at approximately 2,800, and the Marine Corps at 840. An important figure in the analysis of trends is the percentage of black officers per service. Figure 2 depicts black officers in each service as a percentage of the total number of officers in each stated service while comparing them to the DoD over the same time period. The USMC is not keeping pace with DoD or the other services, excluding the Air Force, which is slightly trending downward.

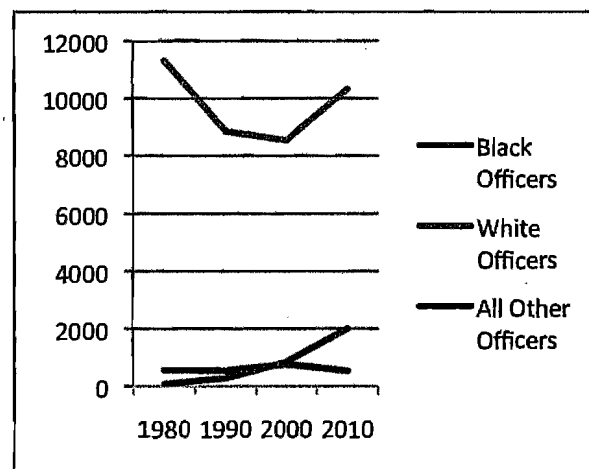


### Black Officers in Stated Service as a % of Total Officers in that Service ( Figure 2 )

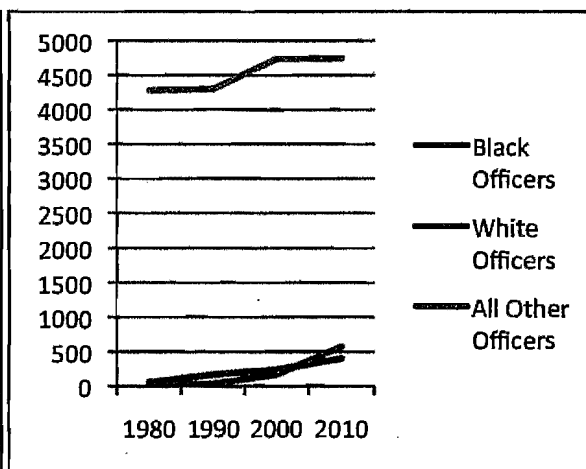


Over the last three decades, the continuing trend of steady progress from the end of FY 1980 to the end of FY 2000 can be seen in the area of rank progression of black officers. From the end of FY 2000 to the end of FY 2010, however, mixed results are visible. Black company grade officers saw a significant decline from 7.6% of all USMC officers to 4.1% of all USMC officers. Similarly, black USMC Colonels saw their numbers decline from 5.6% to 3.3%. Significant strides were made at the field grade level as the percentage of black Majors and Lieutenant Colonels rose from 4.6% to 7.0%. The number of black General officers also rose from three at the end of FY 2000 to six at the end of FY 2010. Figures 3 through 6 depict these trends.

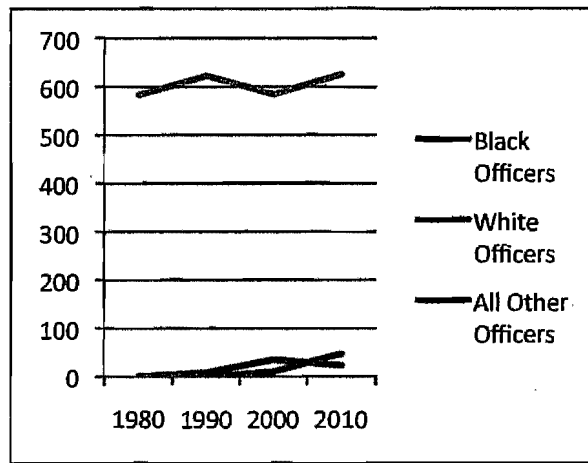
### USMC O-1 to O-3 ( Figure 3 )



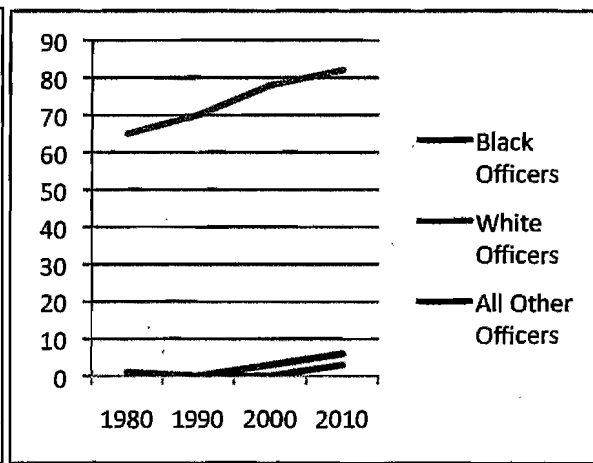
### USMC O-4 to O-5 ( Figure 4 )



**USMC O-6 ( Figure 5 )**



**USMC O-7 to O-10 ( Figure 6 )**



### **USMC IMPLICATIONS.**

Over the last three decades, the total number of minority officers in all services has substantially increased when taken as a whole. However, when separated by race, the decline of black officers in the USMC becomes apparent. At the end of FY 1980, 95.7% of all USMC officers were white. At the end of FY 1990, the USMC saw a slight decrease in white officers down to 93.0% of all USMC officers. This resulted in an increase in black officers from 3.7% at the end of FY 1980 to 4.9% at the end of FY 1990. The trend continued at the end of FY 2000 where white officers represented 87.1% of all USMC officers, and black officers continued on an upward slope to 6.6% of all USMC officers. USMC progress towards diversity and specifically the integration of black officers began to fall from the end of FY 2000 to the end of FY 2010. At that point in time, black officer representation declined to 5.0% of all officers. A similar decline was seen in the Warrant Officer ranks as well. Steady progress was made from the end of FY 1980 to FY 2000. However, a decrease in the percentage of black Warrant Officers, from the end of FY 2000 to the end of FY 2010, in relation to the total number of Warrant Officers virtually parallels that of the decline in black commissioned officers. However, this is a separate issue dealing with leadership and is not a function of recruitment or the recruiting process. Even

though the number of black USMC enlisted personnel fell significantly from 25,302 (16.3%) at the end of FY 2000 to 19,704 (10.9%) at the end of FY 2010, qualified black Warrant Officer candidates are still available in the pool of black enlisted personnel.

Rank progression among black USMC officers is a daunting issue. Trend analysis shows that entry-level black officers are on a downward slope, while black field grade officers are on an incline. Black Colonels are disappearing in the USMC. However, by the end of FY 2010, the USMC promoted three black Colonels to Brigadier General, which increased the percentage of black General officers in the USMC. Of the 91 USMC General officers at the end of FY 2010, six were black. However, implications of the trends reveal no evidence that black field grade officers will be promoted to O-6. At the end of FY 2010, only 23 of 695 Colonels were black. The success of black field grade officers does, however, increase the available pool of black officers who could be promoted to O-6, which is good. The obvious dilemma is that at the end of FY 2010, the number of black company grade officers had decreased and this group will replace the field grade officers as they either continue to get promoted or retire. Likewise, the decreasing number of black Colonels in the USMC will ultimately limit the number of black General officers over the next decade. Finally, while the progress in the field grade level is notable, when compared to DoD, the USMC lags behind all DoD percentages for each rank with the exception of General officer. At the conclusion of FY 2010, 6.2% of all U.S. General officers were black. At the same time, 6.6% of all USMC General officers were black. While this might reflect credit on the USMC, it obscures the larger issue of military advancement for black officers. For example, in the USMC over the last three decades, 98.0% of all black officers were below the rank of O-6. Only the Army surpasses DoD averages for every rank and every race. According to Moskos and Butler, "The Army does not consider a need for 'diversity'

as a goal, the usual justification for lower standards.”<sup>22</sup> The Army does not view race as an indicator of performance. Rather, mission accomplishment is seen as a better indicator of performance.

### **PERFORMANCE.**

The USMC is a meritocracy. Performance is the key. Black officers join the service because equality is implicit in military service. This was not always the case. Despite years of heroic service, blacks were not given the credit they achieved. Today, command climate surveys reveal that blacks generally believe that fairness is an inherent part of the institution. Due to globalization and a DoD emphasis on diversity, the impact of diversity can and will heavily influence key factors such as mission accomplishment, performance, and even job satisfaction. Therefore, diversity has a function in several Marine Corps leadership traits and principles. For example, justice is loosely defined as the ability to impartially administer rewards and punishments. Enthusiasm is motivation in the performance of duty. Leaders are charged with training their Marines as a team, knowing their Marines and looking out for their welfare, and developing a sense of responsibility in their subordinates. Diversity influences one's thinking, motivation, and basic interaction, which all impact performance.

### **BUSINESS MODEL VERSUS USMC MODEL.**

During the course of my research, I was able to interview black Marine Corps officers of all ranks, including one retired Lieutenant Colonel. One recurring theory offered to explain the diminishing pool of qualified black officer candidates involves blacks being more educated and having more opportunities in the private sector and government as a result. This seems plausible. However, so does the fact that by seeking opportunities other than commissioned military service, blacks are not subject to potential lethality, which accompanies military employment.

One problem that is paralleled in both corporate America and the Marine Corps is black workforce / enlisted ranks that presumably have few black leaders to emulate. Corporate American leadership is predominantly white, and USMC leadership is predominantly white. However, the same issues do not exist. For example, in FY 2000, 16.3% of all enlisted Marines were black, while only 6.6% of all Marine officers were black. Would those Marines benefit from seeing or being led by black officers? This question and many like it serve as a platform from which to start meaningful dialogue. America is a melting pot of cultures and ethnicities. Each difference brings perspectives and experiences that foster creativity. In order to lead a diverse force, diverse leaders are required. Indeed, diversity affects learning environments, socialization, and interaction. Whether this effect is positive or negative is greatly dependent on the Marine Corps leader. Can the Marine Corps survive, like it did at the end of FY 1990, with 93.0% of its officers being white and only 4.9% being black? I would venture to say, "It can". Should the Marine Corps in 2011 continue to employ 81.4% white officers, as it did at the end of FY 2010, to lead Marines while only 5.0% of black USMC officers existed? I believe that this is a better question and strikes at the heart of the matter. Is diversity required? The Marine Corps does not need to recognize the differences in individuals because the significance of the Marine Corps lies in the sum of its parts. The strength of the Corps, however, is the individual Marines that comprise the Corps. Therefore, race and gender play vital roles in the future of the Marine Corps because the make-up of America is changing. There are more blacks in America. Does this require more black officers in the USMC? The USMC prides itself on making Marines and winning battles, as introduced by General Charles C. Krulak, 31<sup>st</sup> Commandant USMC. Even though both are interdependent, diversity does not have to play a part. General Krulak, did not specifically state that making diverse Marines will win battles.

Corporate America recognizes the changing landscape in the same manner as the Marine Corps. However, the challenges are different for the military and business. Businesses exist to make a profit. They do this by providing goods and services to their diverse customers. So, it behooves businesses to diversify their workforce in order to meet the specific needs of their customers.<sup>23</sup> Diversifying the leadership in businesses serves an equally important purpose. Effective decision-making and interaction can yield substantial benefits and increase productivity and profit margins. While the USMC doesn't have these issues, getting diverse groups of people to work as a team is a leadership concern with diversity implications. The effectiveness of management or the military officer is predicated on that essential ability. Can a diverse leadership chain influence a diverse unit better than a non-diverse chain? What is the dynamic that occurs when an employee / Marine has a problem? Diversity may help in this situation. Getting officers to listen to one's concerns or ensure one's welfare is easier when that officer is perceived to be the same. Corporate America selects its applicants from a pool of applicants, as does the USMC. The business world conducts interviews, and the USMC conducts officer candidate training. If the interview goes well, hiring can commence. Likewise, if the rigorous USMC training requirements are passed, graduation brings the title "Marine Corps Officer". If the training is not passed, one cannot become an officer in the USMC. The standard is set. Despite the USMC addressing its image and diversity issues for much longer than corporate America, unfair treatment and upward mobility still resonates as surely as poor interviewing processes.

### **RECRUITMENT.**

My interviews revealed the opinion that black officers join the military for economic and professional reasons. The military offers black officers a satisfying and stable career that is

linearly drawn out. Second Lieutenants have a good opportunity to end their career as a very senior officer. Race may play a part, but it is far less of an issue when it comes to advancement up to a certain rank in the military when compared to the civilian sector. The military can also be used as a stepping-stone to other careers that are less dangerous or demanding and equally rewarding. When that is the case, when it's time to move on, it's time to move on. No bonus or incentive can derail that timeline. Further, my interviews revealed that operational tempo and poor leadership have caused many peers and senior black officers to become jaded and opt to do something else.

Recruiting is a very difficult subject. There are no USMC quotas for black officers. However, the USMC attempts to diversify its force in the same manner as the other services. USMC recruiters are out on the street doing their very best. However, it is extremely difficult to find qualified black officer candidates. Fortunately, we have the opportunity to grow our black officer corps from within, if necessary and where appropriate. If the number of black officer candidates is declining, then the Marine Corps must become more about increasing the pool of qualified candidates. General Amos says, "We will invest more in the education of our NCOs and junior officers, as they have assumed vastly greater responsibilities in both combat and garrison."<sup>24</sup> The mark of a good leader is the development of subordinates. The percentage of black enlisted Marines provides a suitable pool from which to draw generations of future black officers. Therefore, it is paramount that our current leaders develop and recognize the future leadership potential of their subordinates.

The recruiting environment has changed and is changing drastically. Of course, change is inevitable. However, the speed at which we make adjustments is critical to making a positive impact on that change. Recruitment patterns are changing. The Marine Corps' goal of getting

under 202,000 indirectly affects the number of black officers in the Marine Corps. Since we have been operating at a disproportionate level of black officers to begin with, downsizing the force will decrease the numbers of black in the Marine Corps, and consequently, the number of black officers. Keeping black officers in the Marine Corps, therefore, becomes a growing concern.

### **PROMOTIONS.**

In the Marine Corps, promotion is a function of longevity and performance. However, once again, the key as a black officer is TBS. Graduation ranking is paramount. Obtaining a combat MOS eliminates the perceived or real existence of a glass ceiling for those officers who do not obtain a combat MOS. Whether or not this perception changes in the future remains to be seen. The needs of the Marine Corps also play into the MOS selection process. Staff Platoon Commanders at TBS often retain the right to shuffle the deck in order to get 2ndLts within their first 3 MOS choices. The other end of the needs of the Marine Corps is seen when an understaffed MOS requires quality officers. The needs of the Marine Corps dictate that not all officers can be infantrymen. Therefore, the talent is spread across the Marine Air Ground Task Force (MAGTF).

It is said in the USMC, that officers must grow where they are planted. While this is true, it still behooves young officers to seek fertile soil. This means that, to the degree possible, young officers have to influence their circumstance in an effort to land somewhere that affords the opportunity to excel. For black officers, this means a billet under a leader who will genuinely mentor and ensure development. It means having a Reporting Senior that shows the Marine Reported On (MRO) his ranking profile and explains what his expectations are. This is a crucial and underappreciated aspect of promotions. Black officers do exceedingly well when mentors



get involved early. In order for the USMC to continue its progress in diversity, promotions and mentorship offer probable solutions.

### **PERCEPTIONS.**

In recruit training or candidate training, there still exists the perception that for any meal of the day, a table full of white recruits/candidates is acceptable, but a table full of black or minority recruits/candidates is a problem. Talking is, generally, not allowed by recruits or candidates during meals. Therefore, the seating arrangement in the chow hall is irrelevant. The awareness of race by those in leadership positions provides the only clue as to why this anomaly occurs and speaks to the author's belief that awareness of race does not translate to awareness of diversity in the USMC.

Why join the Marine Corps? The Marine Corps offers an opportunity to be part of an elite organization. It is a meritocracy. It provides education and medical benefits. It provides physical training, occupational training, and leadership skills. This is generally the perception of the officers that were interviewed. Those officers revealed that they have mentors, people they admire, and people from whom they seek advice. In many instances, those mentors have also provided road maps for success. Parts of these road maps espouse the need to be better than their white peers and the need to carry themselves professionally at all times. Successful execution of this point is crucial, and it is often highlighted. Failure to execute is thought of as the quickest way to discredit all black officers. A final piece of advice involves socializing with senior white officers and how to be seen rather than heard in order to eliminate potential promotion obstacles.

### **EQUAL OPPORTUNITY.**

Previous diversity studies profess the need for diversity because the military, for all intents and purposes, is seen as a microcosm of American society. What is often forgotten is the fact

that our society is well represented by just as many underachievers as overachievers. Therefore, when these studies are presented to senior ranking military officials, the question becomes, "Why diversity?" Is the correct answer because we want to accurately represent the population of this great nation? Is it simply the right thing to do? Does it make the Marine Corps better? The significance of these questions cannot be overstated because a top-down approach is critical to implementing change. If General Officers/Flag Officers see nothing wrong with the way things are, then how effectively will they be able to convince those beneath them that anything is wrong? We can very easily continue to make Marines and win battles without an increasing number of black officers. If, in fact, white officers are superior to black officers, then white officers are the only capable General Officers, and maintaining the status quo makes sense because in a war-fighting institution the only tangible thing that matters is our ability to win wars.

### **CONCLUSION.**

Information is a commodity, and in today's world, it is also a weapon. General Conway, stated, "Individual Marines are our most potent weapons and where we should continue to place our greatest emphasis. They are empowered by technology, but technology by itself is not a substitute for rigorously trained, highly disciplined, and well led warriors who are shaped by our core values and the Nation's ideals."<sup>25</sup> Diversity is one of this nation's ideals, and in order to achieve diversity within the Marine Corps, the issue of diminishing numbers of black officers must be addressed.

Recruiting is a central piece to the present situation. Establishing a viable pool of black officers within the Marine Corps is necessary in order to lay a foundation that will perpetually grow and yield competent black officers well into the future. Continued efforts to recruit future black officers aboard colleges and universities, to include predominantly black colleges and

universities, are essential. By offering comparisons of advancement opportunities in the military to those in the civilian sector, black officer candidates can be enticed to join the USMC. It is important to find commonalities where they exist. Further, the USMC must begin to use the resources it currently possesses. Amongst current USMC enlisted personnel there exists a small percentage of potential future black officers. These future leaders must be identified and groomed for service as a USMC officer. Knowledge of and access to all of the commissioning programs available to USMC enlisted personnel must be properly promulgated. Additionally, by exposing young black officers to senior black officers who have made the commitment to continue service, black officers can be encouraged to stay on active duty. Because the numbers of black personnel are declining, for both enlisted personnel and officers in the USMC, it becomes critical for the USMC to stop the exodus of the black officers it currently employs.

Entry-level black officers need to understand how to make the TBS experience successful. That information can be provided long before becoming a Marine. Any period of time, from the decision to apply for a commissioning program to graduation at OCS, can be used to emphasize the significance of TBS. This information can be conveyed via formal or informal training. However, arming black officer candidates and newly commissioned black officers, if not all officers, with this information will increase the chances for longevity in the USMC. If longevity is achieved, the available pool of capable black officers will increase, thereby assisting the USMC in its mission to diversify and integrate more black officers.

MOS selection is another crucial piece to the current diversity situation within the USMC. Statistics clearly show that a significant majority of those officers who ascend past the rank of lieutenant colonel, in all services, possess a combat arms MOS. Therefore, the root of the problem lies in the number of black officers who acquire a combat arms MOS while at TBS.

Based strictly off current statistics, without that combat arms MOS, promotion past the rank of lieutenant colonel is highly unlikely and even more so if one's race is something other than white. The issue, which must be addressed, is how to apply the "quality spread" concept to incorporate diversity and not just MOS. The difficulty with this task lies in the fact that the predominant race of each TBS class is white. Adding to the difficulty is the military skills portion of the TBS curriculum. The TBS leadership, when considering suitability for combat arms military occupational specialties, looks favorably upon the display of effective leadership and potential in conjunction with proficiency in land navigation, marksmanship, and swimming. Poor performance in these military skills reduces one's chances to attain a combat arms MOS. Therefore, any exposure to these military skills prior to TBS for black officers would only improve performance and increase the likelihood of potential suitability for a combat arms MOS. This particular point is significant because the stark reality is that the progression of black officers at rates commensurate with white officers at higher ranks can only be achieved if more black officers are assigned a combat arms MOS.

The USMC has to adapt to the new environment. Public expectations are changing. Social media has taken over the country. The Marine Corps has to quickly adopt new behaviors and evolve rapidly. One of the ways to do this is to tell the story of the Marine Corps. Black history is Marine Corps history, but black history is often forgotten. The USMC must embrace the diversity it seeks by embracing the history that blacks made. This should be part of the Marine Corps' improving professional military education (PME). Every Marine can benefit from learning what black Marines of the past did for our country. The presence of black Marines should be recognized, and the contributions of black Marines should be acknowledged. The service of black Marines indicates loyalty to America that is of no less importance than that of

their white Marine counterparts. If the Marine Corps does not embrace black history, it will not embrace diversity. The paths taken will have long-lasting effects on the future of the Marine Corps. Therefore, this is a cautionary tale. The other services also experience peaks and valleys in their numbers of black service members. However, their focus and effort on maintaining and improving diversity within their services is contributing to their steady progress. Diversity causes information to be interpreted differently. However, with regard to the waning number of black officers in the Marine Corps, the information conveyed reveals an institutional problem. In order to change, the USMC can no longer do things the way it has always done them. Diversity within the United States Marine Corps has not kept pace with the Department of Defense with respect to the integration of black officers, and now, the Marine Corps must act.

## **Appendices A-1 to D-1**

## TOTAL OFFICERS

### Total Officers

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Army	85352	75479	65352	78893
Navy	60237	55611	51540	51059
Air Force	97901	95127	69022	66201
Marines	16974	14882	16008	19377
DoD	260464	241099	201922	215530
Coast Guard		4967	5542	6742

### Black Officers

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Army	6282	8586	7535	10090
Navy	1450	2157	3464	3983
Air Force	4593	5373	4485	3831
Marines	630	724	1049	964
DoD	12955	16840	16533	18868
Coast Guard		94	255	310

### Black Officers as a Percentage of Total Officers

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Army	7.4%	11.4%	11.5%	12.8%
Navy	2.4%	3.9%	6.7%	7.8%
Air Force	4.7%	5.6%	6.5%	5.8%
Marines	3.7%	4.9%	6.6%	5.0%
DoD	5.0%	7.0%	8.2%	8.8%
Coast Guard		1.9%	4.6%	4.6%

### White Officers

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Army	75571	64112	51934	58583
Navy	57051	51506	44360	41549
Air Force	91642	87176	60078	53102
Marines	16244	13839	13935	15780
DoD	240508	216633	170307	169014
Coast Guard		4776	4822	5398

### White Officers as a Percentage of Total Officers

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Army	88.5%	84.9%	79.5%	74.3%
Navy	94.7%	92.6%	86.1%	81.4%
Air Force	93.6%	91.6%	87.0%	80.2%
Marines	95.7%	93.0%	87.1%	81.4%
DoD	92.3%	89.9%	84.3%	78.4%
Coast Guard		96.2%	87.0%	80.1%

### All Other Officers

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Army	3499	2781	5883	10220
Navy	1736	1948	3716	5527
Air Force	1666	2578	4459	9268
Marines	100	319	1024	2633
DoD	7001	7626	15082	27648
Coast Guard		97	465	1034

### All Other Officers as a Percentage of Total Officers

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Army	4.1%	3.7%	9.0%	13.0%
Navy	2.9%	3.5%	7.2%	10.8%
Air Force	1.7%	2.7%	6.5%	14.0%
Marines	0.6%	2.1%	6.4%	13.6%
DoD	2.7%	3.2%	7.5%	12.8%
Coast Guard		2.0%	8.4%	15.3%

# TOTAL WARRANT OFFICERS

## Total Warrant Officers

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Army	13308	14078	11524	15549
Navy	3020	2535	1748	1620
Air Force	N/A	N/A	N/A	N/A
Marines	1222	1652	1909	2014
DoD	17550	18265	15181	19183
Coast Guard		1420	1437	1695

## Black Warrant Officers

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Army	784	1377	1817	2872
Navy	151	193	305	370
Air Force	N/A	N/A	N/A	N/A
Marines	83	166	303	259
DoD	1018	1736	2425	3501
Coast Guard		25	85	103

## White Warrant Officers

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Army	11593	12114	8471	9842
Navy	2783	2183	1316	1077
Air Force	N/A	N/A	N/A	N/A
Marines	1128	1459	1468	1493
DoD	15504	15756	11255	12412
Coast Guard		1335	1260	1377

## All Other Warrant Officers

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Army	931	587	1236	2835
Navy	86	159	127	173
Air Force	N/A	N/A	N/A	N/A
Marines	11	27	138	262
DoD	1028	773	1501	3270
Coast Guard		60	92	215

## Black Warrant Officers as a Percentage of Total Warrant Officers

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Army	5.9%	9.8%	15.8%	18.5%
Navy	5.0%	7.6%	17.4%	22.8%
Air Force	N/A	N/A	N/A	N/A
Marines	6.8%	10.0%	15.9%	12.9%
DoD	5.8%	9.5%	16.0%	18.3%
Coast Guard		1.8%	5.9%	6.1%

## White Warrant Officers as a Percentage of Total Warrant Officers

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Army	87.1%	86.0%	73.5%	63.3%
Navy	92.2%	86.1%	75.3%	66.5%
Air Force	N/A	N/A	N/A	N/A
Marines	92.3%	88.3%	76.9%	74.1%
DoD	88.3%	86.3%	74.1%	64.7%
Coast Guard		94.0%	87.7%	81.2%

## All Other Warrant Officers as a Percentage of Total Warrant Officers

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Army	7.0%	4.2%	10.7%	18.2%
Navy	2.8%	6.3%	7.3%	10.7%
Air Force	N/A	N/A	N/A	N/A
Marines	0.9%	1.6%	7.2%	13.0%
DoD	5.9%	4.2%	9.9%	17.0%
Coast Guard		4.2%	6.4%	12.7%



## TOTAL ENLISTED PERSONNEL

### Total Enlisted Personnel

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Army	673716	557796	402150	467537
Navy	458453	422115	314083	270460
Air Force	456202	406753	282304	263439
Marines	170287	150665	155038	181221
DoD	1758658	1537329	1153575	1182657
Coast Guard		26912	27825	32890

### Black Enlisted Personnel

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Army	222134	184477	118027	100660
Navy	52902	76153	67022	53830
Air Force	74953	72116	52363	44012
Marines	38384	32135	25302	19704
DoD	388373	364881	262714	218206
Coast Guard		2096	1754	1906

### White Enlisted Personnel

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Army	415485	331952	233705	322191
Navy	376127	317832	211430	158178
Air Force	368300	317464	207968	188462
Marines	124782	107460	108386	141983
DoD	1284694	1074708	761489	810814
Coast Guard		24050	22792	25011

### All Other Enlisted Personnel

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Army	36097	41367	50418	44686
Navy	29424	28130	35631	58452
Air Force	12949	17173	21973	30965
Marines	7121	11070	21350	19534
DoD	85591	97740	129372	153637
Coast Guard		766	3279	5973

### Black Enlisted Personnel as a Percentage of Total Enlisted Personnel

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Army	33.0%	33.1%	29.3%	21.5%
Navy	11.5%	18.0%	21.3%	19.9%
Air Force	16.4%	17.7%	18.5%	16.7%
Marines	22.5%	21.3%	16.3%	10.9%
DoD	22.1%	23.7%	22.8%	18.5%
Coast Guard		7.8%	6.3%	5.8%

### White Enlisted Personnel as a Percentage of Total Enlisted Personnel

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Army	61.7%	59.5%	58.1%	68.9%
Navy	82.0%	75.3%	67.3%	58.5%
Air Force	80.7%	78.0%	73.7%	71.5%
Marines	73.3%	71.3%	69.9%	78.3%
DoD	73.0%	69.9%	66.0%	68.6%
Coast Guard		89.4%	81.9%	76.0%

### All Other Enlisted Personnel as a Percentage of Total Enlisted Personnel

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Army	5.4%	7.4%	12.5%	9.6%
Navy	6.4%	6.7%	11.3%	21.6%
Air Force	2.8%	4.2%	7.8%	11.8%
Marines	4.2%	7.3%	13.8%	10.8%
DoD	4.9%	6.4%	11.2%	13.0%
Coast Guard		2.8%	11.8%	18.2%

## TOTAL DoD PERSONNEL

### Total DoD Personnel

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
DoD	2036672	1796693	1370678	1417370
Coast Guard		33299	34804	41327

### Black DoD Personnel

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
DoD	402346	383457	281672	240575
Coast Guard		2215	2094	2319

### White DoD Personnel

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
DoD	1540706	1307097	943051	992240
Coast Guard		30161	28874	31786

### All Other DoD Personnel

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
DoD	93620	106139	145955	184555
Coast Guard		923	3836	7222

### Black DoD Personnel as a Percentage of Total DoD Personnel

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
DoD	19.8%	21.3%	20.5%	17.0%
Coast Guard		6.7%	6.0%	5.6%

### White DoD Personnel as a Percentage of Total DoD Personnel

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
DoD	75.6%	72.8%	68.8%	70.0%
Coast Guard		90.6%	83.0%	76.9%

### All Other DoD Personnel as a Percentage of Total DoD Personnel

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
DoD	4.6%	5.9%	10.6%	13.0%
Coast Guard		2.8%	11.0%	17.5%

## OFFICER SERVICE DATA

### Total USMC Officers

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Marines	16974	14882	16008	19377

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-1 through O-3</u>				
Black	575	547	773	534
White	11315	8846	8532	10326
All Other	80	286	846	2011
<b>TOTAL</b>	<b>11970</b>	<b>9679</b>	<b>10151</b>	<b>12871</b>

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-4 through O-5</u>				
Black	54	169	238	401
White	4281	4301	4741	4747
All Other	19	33	168	572
<b>TOTAL</b>	<b>4354</b>	<b>4503</b>	<b>5147</b>	<b>5720</b>

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-6</u>				
Black	0	8	35	23
White	583	622	584	625
All Other	1	0	10	47
<b>TOTAL</b>	<b>584</b>	<b>630</b>	<b>629</b>	<b>695</b>

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-7 through O-10</u>				
Black	1	0	3	6
White	65	70	78	82
All Other	0	0	0	3
<b>TOTAL</b>	<b>66</b>	<b>70</b>	<b>81</b>	<b>91</b>

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-1 through O-3</u>				
Black	4.8%	5.7%	7.6%	4.1%
White	94.5%	91.4%	84.1%	80.2%
All Other	0.7%	3.0%	8.3%	15.6%

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-4 through O-5</u>				
Black	1.2%	3.8%	4.6%	7.0%
White	98.3%	95.5%	92.1%	83.0%
All Other	0.4%	0.7%	3.3%	10.0%

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-6</u>				
Black	0.0%	1.3%	5.6%	3.3%
White	99.8%	98.7%	92.8%	89.9%
All Other	0.2%	0.0%	1.6%	6.8%

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-7 through O-10</u>				
Black	1.5%	0.0%	3.7%	6.6%
White	98.5%	100.0%	96.3%	90.1%
All Other	0.0%	0.0%	0.0%	3.3%

## OFFICER SERVICE DATA

### Total DoD Officers

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
DoD	260464	241099	201922	215530

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-1 through O-3</u>				
Black	10393	12343	10572	11343
White	147262	129578	97514	97449
All Other	5302	5543	10990	19205
<b>TOTAL</b>	<b>162957</b>	<b>147464</b>	<b>119076</b>	<b>127997</b>

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-4 through O-5</u>				
Black	2187	4135	5329	6655
White	78585	73210	61621	59836
All Other	1528	1835	3684	7759
<b>TOTAL</b>	<b>82300</b>	<b>79180</b>	<b>70634</b>	<b>74250</b>

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-6</u>				
Black	337	330	592	809
White	13603	12849	10342	10830
All Other	166	241	399	660
<b>TOTAL</b>	<b>14106</b>	<b>13420</b>	<b>11333</b>	<b>12299</b>

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-7 through O-10</u>				
Black	38	32	40	61
White	1058	996	830	899
All Other	5	7	9	24
<b>TOTAL</b>	<b>1101</b>	<b>1035</b>	<b>879</b>	<b>984</b>

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-1 through O-3</u>				
Black	6.4%	8.4%	8.9%	8.9%
White	90.4%	87.9%	81.9%	76.1%
All Other	3.3%	3.8%	9.2%	15.0%

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-4 through O-5</u>				
Black	2.7%	5.2%	7.5%	9.0%
White	95.5%	92.5%	87.2%	80.6%
All Other	1.9%	2.3%	5.2%	10.4%

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-6</u>				
Black	2.4%	2.5%	5.2%	6.6%
White	96.4%	95.7%	91.3%	88.1%
All Other	1.2%	1.8%	3.5%	5.4%

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-7 through O-10</u>				
Black	3.5%	3.1%	4.6%	6.2%
White	96.1%	96.2%	94.4%	91.4%
All Other	0.5%	0.7%	1.0%	2.4%

# OFFICER SERVICE DATA

## Total Army Officers

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Army	85352	75479	65352	78893

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-1 through O-3</u>				
Black	4799	6377	4578	6179
White	45542	37464	30093	34461
All Other	2891	1931	3838	6944
<b>TOTAL</b>	<b>53232</b>	<b>45772</b>	<b>38509</b>	<b>47584</b>

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-4 through O-5</u>				
Black	1245	1992	2684	3422
White	25295	22316	18512	20143
All Other	533	740	1788	2985
<b>TOTAL</b>	<b>27073</b>	<b>25048</b>	<b>22984</b>	<b>26550</b>

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-6</u>				
Black	214	190	251	463
White	4327	3973	3050	3691
All Other	73	105	250	279
<b>TOTAL</b>	<b>4614</b>	<b>4268</b>	<b>3551</b>	<b>4433</b>

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-7 through O-10</u>				
Black	24	27	22	26
White	407	359	279	288
All Other	2	5	7	12
<b>TOTAL</b>	<b>433</b>	<b>391</b>	<b>308</b>	<b>326</b>

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-1 through O-3</u>				
Black	9.0%	13.9%	11.9%	13.0%
White	85.6%	81.8%	78.1%	72.4%
All Other	5.4%	4.2%	10.0%	14.6%

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-4 through O-5</u>				
Black	4.6%	8.0%	11.7%	12.9%
White	93.4%	89.1%	80.5%	75.9%
All Other	2.0%	3.0%	7.8%	11.2%

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-6</u>				
Black	4.6%	4.5%	7.1%	10.4%
White	93.8%	93.1%	85.9%	83.3%
All Other	1.6%	2.5%	7.0%	6.3%

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-7 through O-10</u>				
Black	5.5%	6.9%	7.1%	8.0%
White	94.0%	91.8%	90.6%	88.3%
All Other	0.5%	1.3%	2.3%	3.7%

## OFFICER SERVICE DATA

### Total Navy Officers

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Navy	60237	55611	51540	51059

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-1 through O-3</u>				
Black	1229	1586	2482	2514
White	33933	29674	25586	23944
All Other	1230	1360	2776	3573
<b>TOTAL</b>	<b>36392</b>	<b>32620</b>	<b>30844</b>	<b>30031</b>

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-4 through O-5</u>				
Black	189	539	843	1312
White	19284	18073	15373	14237
All Other	463	535	865	1746
<b>TOTAL</b>	<b>19936</b>	<b>19147</b>	<b>17081</b>	<b>17295</b>

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-6</u>				
Black	29	30	133	143
White	3595	3516	3190	3136
All Other	43	52	73	202
<b>TOTAL</b>	<b>3667</b>	<b>3598</b>	<b>3396</b>	<b>3481</b>

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-7 through O-10</u>				
Black	3	2	6	14
White	239	243	211	232
All Other	0	1	2	6
<b>TOTAL</b>	<b>242</b>	<b>246</b>	<b>219</b>	<b>252</b>

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-1 through O-3</u>				
Black	3.4%	4.9%	8.0%	8.4%
White	93.2%	91.0%	83.0%	79.7%
All Other	3.4%	4.2%	9.0%	11.9%

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-4 through O-5</u>				
Black	0.9%	2.8%	4.9%	7.6%
White	96.7%	94.4%	90.0%	82.3%
All Other	2.3%	2.8%	5.1%	10.1%

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-6</u>				
Black	0.8%	0.8%	3.9%	4.1%
White	98.0%	97.7%	93.9%	90.1%
All Other	1.2%	1.4%	2.1%	5.8%

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-7 through O-10</u>				
Black	1.2%	0.8%	2.7%	5.6%
White	98.8%	98.8%	96.3%	92.1%
All Other	0.0%	0.4%	0.9%	2.4%

# OFFICER SERVICE DATA

## Total Air Force Officers

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
Air Force	97901	95127	69022	66201

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-1 through O-3</u>				
Black	3790	3833	2739	2116
White	56472	53594	33303	28718
All Other	1101	1966	3530	6677
<b>TOTAL</b>	<b>61363</b>	<b>59393</b>	<b>39572</b>	<b>37511</b>

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-4 through O-5</u>				
Black	699	1435	1564	1520
White	29725	28520	22995	20709
All Other	513	527	863	2456
<b>TOTAL</b>	<b>30937</b>	<b>30482</b>	<b>25422</b>	<b>24685</b>

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-6</u>				
Black	94	102	173	180
White	5098	4738	3518	3378
All Other	49	84	66	132
<b>TOTAL</b>	<b>5241</b>	<b>4924</b>	<b>3757</b>	<b>3690</b>

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-7 through O-10</u>				
Black	10	3	9	15
White	347	324	262	297
All Other	3	1	0	3
<b>TOTAL</b>	<b>360</b>	<b>328</b>	<b>271</b>	<b>315</b>

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-1 through O-3</u>				
Black	6.2%	6.5%	6.9%	5.6%
White	92.0%	90.2%	84.2%	76.6%
All Other	1.8%	3.3%	8.9%	17.8%

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-4 through O-5</u>				
Black	2.3%	4.7%	6.2%	6.2%
White	96.1%	93.6%	90.5%	83.9%
All Other	1.7%	1.7%	3.4%	9.9%

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-6</u>				
Black	1.8%	2.1%	4.6%	4.9%
White	97.3%	96.2%	93.6%	91.5%
All Other	0.9%	1.7%	1.8%	3.6%

	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>2010</u>
<u>O-7 through O-10</u>				
Black	2.8%	0.9%	3.3%	4.8%
White	96.4%	98.8%	96.7%	94.3%
All Other	0.8%	0.3%	0.0%	1.0%

## FISCAL YEAR 2010

Gender	Race	Ethnicity	OTHER	PERSO & ADMIN	INTEL	INFANTRY	LOGISTICS	COMM	ARTILLERY	ENGINEER	TANK & AV	SUPPLY	FIN MGMT	MOTORT	PUBLIC AFFAIRS	MIL POLICE	NAV OFFICERS	PILOTS	TOTAL
FEMALE	Unknown	Other Asian descent	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
		Korean	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Other Asian descent	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Mexican	2	5	2	0	3	5	0	0	1	0	4	3	0	2	0	0	28
		Puerto Rican	0	3	0	0	0	0	0	0	1	0	0	0	0	0	0	0	4
		Cuban	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Latin American with Hispanic descent	0	0	0	0	1	1	0	0	0	0	1	0	0	0	0	1	4
		Other Hispanic descent	4	1	1	0	3	1	0	0	0	0	1	1	0	2	0	0	14
		US or Canadian Indian tribes	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Other	12	4	5	0	13	3	0	0	3	0	3	2	0	1	2	0	52
		None	32	2	2	0	4	1	0	0	1	0	1	2	0	6	0	9	70
		Asian Indian	2	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	3
		US or Canadian Indian tribes	0	1	1	0	0	0	0	0	0	0	1	0	0	1	0	0	6
		Other	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
		None	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
	American Indian/Alaska Native	Asian Indian	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
		Chinese	1	1	0	0	0	1	0	0	0	0	0	0	0	1	0	0	4
		Filipino	1	3	0	0	0	1	1	0	0	0	0	0	0	0	0	0	6
		Guamanian	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Japanese	1	1	0	0	1	0	0	0	0	0	0	0	0	1	0	0	4
		Korean	2	2	2	0	1	2	0	0	0	0	1	0	0	0	0	0	13
		Vietnamese	0	1	0	0	0	0	0	0	1	0	0	0	0	0	1	0	4
		Other Asian descent	2	4	0	0	0	0	0	0	0	0	1	0	0	0	0	0	10
		None	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2
		Mexican	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Asian	Latin American with Hispanic descent	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Other Hispanic descent	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		US or Canadian Indian tribes	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
		Other	17	21	1	0	0	7	0	0	0	0	12	3	0	3	1	0	73
		None	6	7	1	0	0	1	0	0	0	0	4	2	0	3	0	0	24
		Filipino	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
		Other	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
		Chinese	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
		Filipino	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
		Korean	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Native Hawaiian or other Pacific Islander	Mexican	4	4	2	0	10	1	0	0	0	0	3	1	0	2	0	0	28
		Puerto Rican	1	2	0	0	2	1	0	0	0	0	2	0	0	1	0	0	10
		Cuban	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	2
		Latin American with Hispanic descent	1	1	1	0	1	1	0	0	3	0	1	0	0	0	0	0	9
		Other Hispanic descent	4	0	2	0	2	0	0	0	1	0	2	1	0	2	1	0	23
		US or Canadian Indian tribes	2	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	5
		Other	120	89	43	0	111	45	0	0	30	0	33	17	1	84	10	0	682
		None	44	20	0	0	20	12	0	0	0	0	10	3	0	13	1	0	177
		Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2
		None	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2
		Other	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1
		Other	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	American Indian/Alaska Native, White	Indian tribes	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Other	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
		Latin American with Hispanic descent	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Filipino	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1
		Chinese	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Other Asian descent	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Other	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
		Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Chinese	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1





## FISCAL YEAR 2010

	Filipino	0	0	6	11	3	4	2	2	2	1	1	0	1	0	0	3	31
	Guamanian	1	1	0	1	0	1	2	1	0	1	0	0	0	0	0	3	11
	Japanese	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Other Asian descent	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Mexican	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	2	3
	Other Hispanic	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2
	descent	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	3
	Micronesian	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	2
	Polynesian	1	0	1	0	1	1	1	0	0	0	0	0	0	0	0	0	5
	Other Pacific Island	1	0	1	0	2	3	1	1	0	0	0	0	0	0	0	3	12
	descent	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	1	4
	Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Native Hawaiian or other Pacific Islander	None	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
	Asian Indian	1	0	0	1	1	0	0	1	0	0	0	0	0	0	0	1	5
	Chinese	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	3
	Filipino	1	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	11
	Japanese	3	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	4
	Korean	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	2
	Other Asian descent	1	0	1	2	0	2	1	0	1	1	0	0	0	0	0	0	15
	Mexican	79	19	22	38	29	35	14	10	5	22	11	2	6	12	0	63	397
	Puerto Rican	18	8	4	8	17	7	3	2	1	7	6	3	1	0	15	101	101
	Cuban	13	2	2	5	3	3	6	0	1	1	0	0	1	0	0	14	51
	Latin American with	27	8	5	21	12	13	8	3	3	7	3	1	5	2	0	31	147
	Hispanic descent	39	8	19	33	27	12	15	8	1	8	7	4	6	7	0	50	244
	Other Hispanic	21	2	9	18	7	9	3	1	4	5	2	2	2	3	0	37	126
	US or Canadian	2	0	1	1	0	0	0	0	1	0	0	0	0	0	0	2	7
	Indian tribes	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Melanesian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Micronesian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Other Pacific Island	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
	descent	1893	240	848	1892	896	859	887	408	241	337	143	58	387	148	4	2551	11570
	Other	805	28	174	295	189	121	138	75	43	73	48	11	81	32	8	1648	3689
White	None	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Vietnamese	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1
	Mexican	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	US or Canadian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Indian tribes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
American Indian/Alaska Native, Asian	None	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
American Indian/Alaska Native, Asian, Black or African	Mexican	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	2
American, Native Hawaiian or other Pacific Islander, White	Puerto Rican	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
	Cuban	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1
American Indian/Alaska Native, Asian, Native Hawaiian or other Pacific Islander	Filipino	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1
	Other Asian descent	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
	Other Hispanic	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
American Indian/Alaska Native, Asian, Native Hawaiian or other Pacific Islander, White	Other	1	0	0	2	1	0	0	0	0	0	1	0	0	1	0	3	9
	None	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	3
American Indian/Alaska Native, Asian, White	Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
	Mexican	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
	US or Canadian	1	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1	4
American Indian/Alaska Native, Black or African	Other	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	2
American	None	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	2
American Indian/Alaska Native, Black or African	Other	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
American, Native Hawaiian or other Pacific Islander	Puerto Rican	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	2
	US or Canadian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
	Indian tribes	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	2
American Indian/Alaska Native, Black or African	Other	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
American, White	None	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	2	5
	Other Hispanic	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
	descent	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
	US or Canadian	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
American Indian/Alaska Native, Native Hawaiian or other Pacific Islander, White	Indian tribes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Other	0	0	3	5	0	2	0	0	0	1	1	0	0	0	0	5	17
	None	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0	2	5

## FISCAL YEAR 2010

American Indian/Alaska Native, White	Asian Indian	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
	Puerto Rican	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
	Other Hispanic	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
	US or Canadian	3	0	2	1	0	1	1	0	0	0	0	0	0	0	0	0	12
	Indian tribes	4	0	4	4	1	0	1	2	0	1	2	0	0	0	0	1	21
Asian, Black or African American	Other	3	0	1	2	0	2	0	0	0	0	0	0	0	0	0	3	13
	None	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
	Japanese	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
	Vietnamese	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Other Asian descent	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Asian, Black or African American, Native Hawaiian or other Pacific Islander	Other	0	0	0	0	0	1	2	0	0	0	0	0	0	0	0	0	2
	None	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2
	Mexican	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
	Asian Indian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Filipino	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Asian, Black or African American, Native Hawaiian or other Pacific Islander, White	Other Asian descent	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
	Other Pacific Island	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
	descent	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1
	Other	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
	Other	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2
Asian, Black or African American, White	Other	2	0	2	0	0	1	1	1	0	2	0	0	0	0	0	0	9
	Filipino	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
	Japanese	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2
	Other Asian descent	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	2
	Polynesian	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Asian, Native Hawaiian or other Pacific Islander	Other Pacific Island	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	descent	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Filipino	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
	Other Asian descent	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Polynesian	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Asian, Native Hawaiian or other Pacific Islander, White	Other Pacific Island	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2
	descent	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
	Chinese	0	0	1	0	2	2	1	0	0	0	0	1	0	0	0	0	9
	Filipino	2	0	0	1	1	1	1	0	0	1	0	0	0	0	0	1	8
	Japanese	0	1	0	0	4	1	0	0	0	0	0	0	0	2	0	0	8
Asian, White	Korean	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	3
	Vietnamese	2	0	0	0	3	0	2	0	0	0	0	0	0	0	0	0	9
	Other Asian descent	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	US or Canadian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Indian tribes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11
Black or African American, Native Hawaiian or other Pacific Islander	Micronesian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
	Other	2	0	1	1	1	0	1	1	0	1	0	1	0	0	0	2	11
	None	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	2	4
	Mexican	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
	Other	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	4
Black or African American, White	None	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
	Other Hispanic	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	descent	3	0	3	4	3	1	0	0	0	0	0	0	0	0	0	0	15
	Other	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	8
	None	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	2
Native Hawaiian or other Pacific Islander, White	Filipino	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Guamanian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Mexican	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1
	Other	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1
	None	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2

## FISCAL YEAR 2000

Gender	Race	Ethnicity	OTHER	PERSO & ADMIN	INTEL	INFANTRY	LOGISTICS	COMM	ARTILLERY	ENGINEER	TANK & AV	SUPPLY	FIN MGMT	MOTOR T	PUBLIC AFFAIRS	MIL POLICE	NAV OFFICERS	PILOTS	TOTAL
FEMALE	AMERICAN INDIAN OR ALASKAN	Aleut	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Other	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
		US or Canadian Indian tribes	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
	ASIAN OR PACIFIC ISLANDER	Chinese	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Japanese	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
		Korean	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Other	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
		Other Asian descent	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
		Other Pacific Island descent	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Vietnamese	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	2
		None	18	35	2	0	4	4	0	0	0	18	8	1	5	0	0	4	100
		Other	5	4	0	0	2	0	0	0	0	0	3	4	0	1	0	1	20
		US or Canadian Indian tribes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	BLACK	Asian Indian	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
		Cuban	0	2	0	0	0	1	0	0	0	0	0	0	0	0	0	0	3
		Filipino	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	1	4
		Japanese	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	2
		Korean	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	1	4
		Latin American with Hispanic descent	3	2	0	0	0	1	0	0	1	0	1	0	0	0	0	0	8
		Mexican	1	4	0	0	0	7	1	0	1	0	1	1	1	0	0	1	18
		None	173	84	32	0	109	55	0	23	0	37	41	1	51	6	0	78	699
		Other	2	0	1	0	3	3	0	0	0	1	1	1	2	0	0	1	15
		Other Asian descent	0	1	0	0	0	0	0	0	0	1	0	0	1	0	0	0	3
		Other Hispanic descent	7	3	0	0	4	1	0	0	0	3	3	0	0	1	0	0	22
		Other Pacific Island descent	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Puerto Rican	0	1	0	0	2	0	0	1	0	0	0	0	0	0	0	0	4
	UNKNOWN	Unknown	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Korean	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
MALE	AMERICAN INDIAN OR ALASKAN NATIVE	None	4	2	0	0	0	0	0	1	0	0	0	0	0	0	0	1	8
		Other	2	0	0	1	1	0	1	1	0	1	0	0	0	0	0	1	8
		Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
	ASIAN OR PACIFIC ISLANDER	US or Canadian Indian tribes	11	3	8	6	4	1	3	3	0	0	0	0	2	0	0	20	61
		Chinese	4	0	2	3	1	2	0	1	0	1	1	0	2	0	0	4	21
		Filipino	9	2	3	2	2	2	0	1	3	0	1	0	1	0	0	4	33
		Japanese	5	0	1	5	3	1	0	0	1	0	1	0	0	0	0	5	16
		Korean	4	2	1	5	7	1	3	0	0	0	1	0	2	0	0	6	32
		Latin American with Hispanic descent	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		None	1	1	1	1	1	1	1	1	0	0	0	0	0	0	0	1	9
		Other	0	0	1	0	0	0	0	0	0	2	0	1	0	1	0	1	6
		Other Asian descent	5	0	0	2	3	3	1	1	0	2	2	0	0	0	0	7	26
		Other Hispanic descent	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	2
		Other Pacific Island descent	0	0	0	3	0	2	0	2	0	1	0	0	0	0	0	0	8
		Vietnamese	3	1	0	1	2	0	0	0	1	2	1	0	3	0	0	3	17
		Asian Indian	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
		Japanese	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	2
		Korean	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2
		Latin American with Hispanic descent	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	BLACK	None	284	97	30	95	118	73	42	25	12	78	38	12	17	13	0	114	1048
		Other	38	12	8	24	17	6	8	4	3	16	5	0	7	2	0	18	155
		Other Hispanic descent	0	0	1	0	1	0	0	0	0	1	0	0	0	0	0	0	3
		Puerto Rican	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
		Unknown	0	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	4
		US or Canadian Indian tribes	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
		Vietnamese	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Asian Indian	2	0	0	1	0	1	1	1	0	1	0	0	0	0	0	4	11
		Chinese	1	0	0	1	1	1	2	0	0	0	0	0	0	0	0	3	9
		Cuban	7	2	1	2	8	2	7	0	1	1	0	0	1	2	0	8	42
		Filipino	12	5	1	9	5	3	3	0	2	3	0	1	1	0	0	12	54
		Japanese	2	0	0	0	1	2	3	0	2	3	1	0	0	0	0	7	21
		Korean	3	0	0	4	0	3	0	0	0	1	0	0	0	0	0	7	18
		Latin American with Hispanic descent	19	3	4	11	9	3	5	0	0	6	2	0	7	0	0	16	85
		Melanesian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
		Mexican	85	21	11	33	28	28	13	8	9	20	7	5	12	7	0	76	354
		Micronesian	1	1	0	0	0	2	0	0	0	0	0	0	0	0	0	1	5
		None	2760	328	665	1776	878	587	721	425	273	430	225	80	391	158	19	4223	14048
		Other	77	13	18	48	31	13	11	14	11	15	2	0	12	5	0	82	351
		Other Asian descent	8	0	2	3	1	1	1	0	3	1	1	1	0	1	0	6	26
		Other Hispanic descent	52	9	13	29	18	18	18	7	8	13	7	1	8	3	0	55	251
		Other Pacific Island descent	0	2	2	4	1	4	0	1	1	1	1	0	0	0	0	7	19
		Pohnesian	1	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	4
		Puerto Rican	28	12	6	10	7	5	5	5	2	11	7	2	2	3	0	18	124
		Unknown	1	0	0	3	2	1	1	1	0	1	0	0	0	0	0	18	26
		US or Canadian Indian tribes	5	2	0	1	1	0	0	0	2	0	0	0	1	1	0	6	19
	UNKNOWN	Vietnamese	0	2	1	0	1	0	1	0	0	0	0	1	0	0	0	0	6

## FISCAL YEAR 1990

Gender	Race	Ethnicity	OTHER	PERSO & ADMIN	INTEL	INFANTRY	LOGISTICS	ARTILLERY	ENGINEER	TANK & AV	SUPPLY	FIN MGMT	MOTORT	PUBLIC AFFAIRS	MIL POLICE	NAV OFFICERS	PILOTS	TOTAL
FEMALE	White	Japanese	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Other Asian descent	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
		Mexican	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
		Latin American with Hispanic descent	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Other Hispanic descent	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2
		US or Canadian Indian tribes	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2
		Other	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Other Hispanic descent	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Other	12	0	0	0	1	0	0	0	14	14	2	3	0	0	0	55
		Black or African American	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Korean	4	2	1	0	0	0	0	0	0	0	0	0	0	0	0	7
		Mexican	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Puerto Rican	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Other Hispanic descent	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		US or Canadian Indian tribes	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2
		Other	185	144	22	0	0	0	0	0	64	40	23	44	10	14	0	588
		Unknown	0	0	1	0	0	0	0	0	1	1	0	0	0	0	0	3
	Black or African American	Asian Indian	1	0	0	2	0	0	0	0	0	0	0	0	0	0	1	4
		Chinese	3	0	0	4	1	5	0	0	1	0	0	0	0	0	5	20
		Filipino	14	0	1	3	1	4	1	2	4	3	2	1	0	0	10	48
		Japanese	5	0	2	4	1	0	2	2	5	1	2	1	0	0	14	39
		Korean	4	0	1	4	2	1	0	0	1	0	1	0	0	0	3	17
		Vietnamese	2	1	0	0	0	0	0	0	0	0	0	0	0	0	3	9
		Other Asian descent	4	0	1	2	0	1	0	0	0	0	0	0	0	0	9	21
		Mexican	8	5	2	13	5	8	2	2	7	0	1	0	0	0	22	73
		Puerto Rican	7	1	0	2	0	1	0	0	2	1	1	1	0	0	3	18
		Cuban	0	0	0	1	0	1	0	0	0	1	0	0	0	0	2	6
		Latin American with Hispanic descent	3	0	0	2	3	2	0	0	1	0	1	1	1	0	5	19
		Other Hispanic descent	9	1	1	6	0	0	0	1	3	0	0	1	0	0	5	27
		Eskimo	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
		US or Canadian Indian tribes	10	3	1	11	1	4	1	0	5	0	4	4	2	0	23	68
		Malaysian	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1
		Polynesian	1	0	0	0	0	0	0	0	2	0	0	0	0	0	1	4
		Other Pacific Island descent	1	0	0	2	0	2	0	0	0	1	0	1	0	0	3	10
		Other	9	3	0	11	1	7	4	1	7	1	2	1	2	0	17	68
	Unknown	Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
		Korean	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Mexican	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2
		Puerto Rican	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2
		Other Hispanic descent	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	2
		Other	267	53	18	194	82	81	39	12	108	41	50	23	16	8	82	842
		Unknown	1	0	0	1	1	0	0	0	0	0	0	1	0	0	0	4
		Asian Indian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
		Chinese	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	3
		Filipino	2	1	0	2	0	1	0	2	1	0	0	0	0	0	2	11
		Japanese	0	0	0	0	0	1	0	0	0	1	0	0	0	0	1	3
		Korean	3	0	0	0	0	0	0	0	2	0	0	0	0	0	0	5
		Other Asian descent	8	0	0	3	0	1	0	0	0	0	1	0	0	0	5	17
		Mexican	33	12	1	17	8	13	3	1	15	2	3	1	2	0	32	141
		Puerto Rican	12	2	1	3	2	1	3	3	2	3	3	3	1	1	5	45
		Cuban	4	0	1	5	2	4	1	0	1	0	1	1	1	0	5	28
		Latin American with Hispanic descent	2	0	2	2	3	2	3	1	0	3	0	0	0	0	9	27
		Other Hispanic descent	19	4	3	8	5	7	1	4	4	3	2	2	0	0	18	80
		US or Canadian Indian tribes	10	3	0	2	4	4	3	2	5	1	1	0	0	0	11	45
		Polynesian	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0	3
		Other Pacific Island descent	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	2
		Other	3979	378	439	2352	741	1038	545	410	894	301	374	518	159	154	4871	17241
		Unknown	7	0	1	12	3	8	1	1	4	1	2	2	0	0	34	76

FISCAL YEAR 1980

Gender	Race	Ethnicity	OTHER	PERSON & ADMIN	INTEL	INFANTRY	LOGISTICS	ARTILLERY	ENGINEER	TANK & AV	SUPPLY	FIN MGMT	MOTOR T	PUBLIC AFFAIRS	MIL POLICE	NAV OFFICERS	PILOTS	TOTAL
FEMALE	Unknown	Filipino	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
		Japanese	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Other Hispanic descent	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		US or Canadian Indian tribes	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Other	7	0	1	0	0	1	0	0	0	5	4	0	0	1	0	19
		Korean	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
		Median	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		US or Canadian Indian tribes	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Other	192	131	0	0	0	0	0	0	0	20	30	0	0	0	0	453
		Unknown	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
		Chinese	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Japanese	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
		Other Asian descent	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
		Korean	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Other Asian descent	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Other Hispanic descent	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		US or Canadian Indian tribes	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Other	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
		Unknown	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
MALE	Unknown	Puerto Rican	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Other	183	31	8	103	14	42	32	11	53	28	31	20	14	4	75	882
		Unknown	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Chinese	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Japanese	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Korean	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Other Asian descent	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Median	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
		Puerto Rican	74	3	2	15	4	8	6	0	3	3	1	2	1	1	18	99
		Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Latin American with Hispanic descent	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
		Other Hispanic descent	10	3	1	5	1	6	1	0	1	0	2	0	1	1	7	38
		Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Other	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
		Unknown	331	342	301	265	234	1147	564	482	917	264	265	405	159	81	808	1622
		Other	23	2	2	23	1	11	6	4	10	3	2	4	0	0	38	130

# LEGEND - COMMISSION DATA

Value	Ethnicity
	Description
AA	Asian Indian
AB	Chinese
AC	Filipino
AD	Guamanian
AF	Japanese
AG	Korean
AI	Vietnamese
AJ	Other Asian descent
AK	Mexican
AL	Puerto Rican
AM	Cuban
AN	Latin American with Hispanic descent
AO	Other Hispanic descent
AP	Aleut
AQ	Eskimo
AR	US or Canadian Indian tribes
AS	Melanesian
AT	Micronesian
AU	Polynesian
AV	Other Pacific island descent
BG	Other
BH	None
ZZ	Unknown

Value	Race
	Description
001	American Indian/Alaska Native
002	Asian
003	Black or African American
004	Native Hawaiian or other Pacific Islander
005	White
006	Declined to respond
007	Identification Pending
100	American Indian/Alaska Native, Asian
101	American Indian/Alaska Native, Asian, Black or African American
102	American Indian/Alaska Native, Asian, Black or African American, Native Hawaiian or other Pacific Islander
103	American Indian/Alaska Native, Asian, Black or African American, Native Hawaiian or other Pacific Islander, White
104	American Indian/Alaska Native, Asian, Black or African American, White
105	American Indian/Alaska Native, Asian, Native Hawaiian or other Pacific Islander
106	American Indian/Alaska Native, Asian, Native Hawaiian or other Pacific Islander, White
107	American Indian/Alaska Native, Asian, White
108	American Indian/Alaska Native, Black or African American
109	American Indian/Alaska Native, Black or African American, Native Hawaiian or other Pacific Islander
110	American Indian/Alaska Native, Black or African American, Native Hawaiian or other Pacific Islander, White
111	American Indian/Alaska Native, Black or African American, White
112	American Indian/Alaska Native, Native Hawaiian or other Pacific Islander
113	American Indian/Alaska Native, Native Hawaiian or other Pacific Islander, White
114	American Indian/Alaska Native, White
115	Asian, Black or African American
116	Asian, Black or African American, Native Hawaiian or other Pacific Islander
117	Asian, Black or African American, Native Hawaiian or other Pacific Islander, White
118	Asian, Black or African American, White
119	Asian, Native Hawaiian or other Pacific Islander
120	Asian, Native Hawaiian or other Pacific Islander, White
121	Asian, White
122	Black or African American, Native Hawaiian or other Pacific Islander
123	Black or African American, Native Hawaiian or other Pacific Islander, White
124	Black or African American, White
125	Native Hawaiian or other Pacific Islander, White
999	Unknown

# LEGEND - COMMISSION DATA

Gender	
Value	Description
F	Female
M	Male
Z	Unknown
Source of Commission	
Value	Description
1	Induction
2	Voluntary enlistment in a Regular Component
3	Vol enlist - Rsv Comp for Reg DEP - 10 USC 12103/10 USC 513
4	Voluntary enlistment - Rsv Comp, Sec 511, ref(b), Excl DEP
A	U.S. Military Academy
B	U.S. Naval Academy
C	U.S. Air Force Academy
D	U.S. Coast Guard Academy
E	U.S. Merchant Marine Academy
F	Air National Guard Academy of Military Sciences
G	ROTC/NROTC scholarship program
H	ROTC/NROTC non-scholarship program
J	OCS, AOCS, OTS, or PLC
K	Aviation Cadet program
L	National Guard state OCS
M	Direct appointment authority, Commissioned Off, professional
N	Direct appointment authority, Commissioned Off, all other
P	Aviation training program other than OCS, AOCS, OTS, or PLC
R	Direct appointment authority, warrant officer
S	Direct appointment authority, commissioned warrant officer
T	Warrant Officer Aviation Training Program
X	Other
Z	Unknown or Not Applicable

Service	
Value	Description
A	Army
F	Air Force
M	Marine Corps
N	Navy
Z	Unknown



# FY 2010 COMMISSION DATA

Fiscal Year	Service	Source of Commission	Gender	Race	Ethnicity	Count
FY2010	M	A	M	5	AK	1
FY2010	M	A	M	5	BG	2
FY2010	M	B	F	3	AK	1
FY2010	M	B	F	5	BG	2
FY2010	M	B	F	5	BH	1
FY2010	M	B	F	999	BH	36
FY2010	M	B	M	2	AI	1
FY2010	M	B	M	3	BG	2
FY2010	M	B	M	4	AC	1
FY2010	M	B	M	4	AU	1
FY2010	M	B	M	5	AO	2
FY2010	M	B	M	5	BG	12
FY2010	M	B	M	5	BH	14
FY2010	M	B	M	114	AR	1
FY2010	M	B	M	124	BH	1
FY2010	M	B	M	999	AK	3
FY2010	M	B	M	999	BH	187
FY2010	M	C	M	5	BG	3
FY2010	M	E	M	999	BH	2
FY2010	M	G	F	5	BH	3
FY2010	M	G	M	2	AG	1
FY2010	M	G	M	2	BH	1
FY2010	M	G	M	3	BH	1
FY2010	M	G	M	5	AO	1
FY2010	M	G	M	5	BG	5
FY2010	M	G	M	5	BH	20

# FY 2010 COMMISSION DATA

FY2010	M	J	F	1	AA	1
FY2010	M	J	F	2	AC	1
FY2010	M	J	F	2	AG	1
FY2010	M	J	F	2	AI	1
FY2010	M	J	F	3	BG	3
FY2010	M	J	F	5	AK	2
FY2010	M	J	F	5	BG	36
FY2010	M	J	F	5	BH	12
FY2010	M	J	F	114	AQ	1
FY2010	M	J	F	999	AK	1
FY2010	M	J	F	999	BG	4
FY2010	M	J	F	999	BH	7
FY2010	M	J	M	1	AA	2
FY2010	M	J	M	1	AR	5
FY2010	M	J	M	1	AV	1
FY2010	M	J	M	1	BH	1
FY2010	M	J	M	2	AA	3
FY2010	M	J	M	2	AB	3
FY2010	M	J	M	2	AC	5
FY2010	M	J	M	2	AF	2
FY2010	M	J	M	2	AG	4
FY2010	M	J	M	2	AI	1
FY2010	M	J	M	2	AJ	5
FY2010	M	J	M	2	BG	2
FY2010	M	J	M	2	BH	5
FY2010	M	J	M	3	AV	1
FY2010	M	J	M	3	BG	27
FY2010	M	J	M	3	BH	9
FY2010	M	J	M	4	AC	3
FY2010	M	J	M	5	AA	1
FY2010	M	J	M	5	AG	1
FY2010	M	J	M	5	AJ	1
FY2010	M	J	M	5	AK	12
FY2010	M	J	M	5	AL	2
FY2010	M	J	M	5	AM	1
FY2010	M	J	M	5	AN	9
FY2010	M	J	M	5	AO	21
FY2010	M	J	M	5	AR	10
FY2010	M	J	M	5	BG	635
FY2010	M	J	M	5	BH	108
FY2010	M	J	M	108	AK	1
FY2010	M	J	M	108	AR	1
FY2010	M	J	M	109	BG	1
FY2010	M	J	M	113	AR	1
FY2010	M	J	M	113	BG	3
FY2010	M	J	M	114	AR	1
FY2010	M	J	M	115	BG	1
FY2010	M	J	M	119	AV	1
FY2010	M	J	M	120	AV	1
FY2010	M	J	M	121	AC	1
FY2010	M	J	M	121	AG	3
FY2010	M	J	M	122	BG	1
FY2010	M	J	M	124	BG	1
FY2010	M	J	M	999	AK	6
FY2010	M	J	M	999	AL	2
FY2010	M	J	M	999	AM	1
FY2010	M	J	M	999	AN	3
FY2010	M	J	M	999	AO	11
FY2010	M	J	M	999	AR	1
FY2010	M	J	M	999	BG	57
FY2010	M	J	M	999	BH	39

# FY 2010 COMMISSION DATA

FY2010	M	M	F	5	BG	2
FY2010	M	M	F	5	BH	1
FY2010	M	M	M	3	BG	1
FY2010	M	M	M	5	AK	1
FY2010	M	M	M	5	BG	11
FY2010	M	M	M	5	BH	4
FY2010	M	M	M	999	AL	1
FY2010	M	R	F	3	AO	1
FY2010	M	R	F	3	BG	1
FY2010	M	R	F	3	BH	1
FY2010	M	R	F	5	AK	1
FY2010	M	R	F	5	AR	1
FY2010	M	R	F	5	BG	5
FY2010	M	R	F	5	BH	3
FY2010	M	R	F	999	BG	1
FY2010	M	R	F	999	BH	1
FY2010	M	R	M	1	AQ	1
FY2010	M	R	M	2	AC	2
FY2010	M	R	M	2	AG	1
FY2010	M	R	M	2	AJ	1
FY2010	M	R	M	3	BG	20
FY2010	M	R	M	3	BH	3
FY2010	M	R	M	4	AO	1
FY2010	M	R	M	5	AK	6
FY2010	M	R	M	5	AL	5
FY2010	M	R	M	5	AN	1
FY2010	M	R	M	5	AO	4
FY2010	M	R	M	5	AR	1
FY2010	M	R	M	5	BG	111
FY2010	M	R	M	5	BH	28
FY2010	M	R	M	103	AK	1
FY2010	M	R	M	125	BH	1
FY2010	M	R	M	999	AK	11
FY2010	M	R	M	999	AL	2
FY2010	M	R	M	999	AN	3
FY2010	M	R	M	999	AO	2
FY2010	M	R	M	999	BG	1
FY2010	M	R	M	999	BH	10

# FY 2010 COMMISSION DATA

FY2010	M	Z	F	2	AD	1
FY2010	M	Z	F	2	AJ	1
FY2010	M	Z	F	2	BH	1
FY2010	M	Z	F	3	BH	1
FY2010	M	Z	F	5	AL	1
FY2010	M	Z	F	5	AO	1
FY2010	M	Z	F	5	BG	7
FY2010	M	Z	F	5	BH	12
FY2010	M	Z	F	999	BH	2
FY2010	M	Z	M	1	BG	1
FY2010	M	Z	M	2	AA	1
FY2010	M	Z	M	2	AB	1
FY2010	M	Z	M	2	AC	4
FY2010	M	Z	M	2	AG	2
FY2010	M	Z	M	2	AI	2
FY2010	M	Z	M	2	AJ	1
FY2010	M	Z	M	2	BH	6
FY2010	M	Z	M	3	BG	1
FY2010	M	Z	M	3	BH	5
FY2010	M	Z	M	4	AC	1
FY2010	M	Z	M	5	AA	1
FY2010	M	Z	M	5	AJ	1
FY2010	M	Z	M	5	AK	5
FY2010	M	Z	M	5	AL	1
FY2010	M	Z	M	5	AN	1
FY2010	M	Z	M	5	AO	5
FY2010	M	Z	M	5	AR	3
FY2010	M	Z	M	5	AT	1
FY2010	M	Z	M	5	BG	125
FY2010	M	Z	M	5	BH	153
FY2010	M	Z	M	119	AC	1
FY2010	M	Z	M	124	BH	1
FY2010	M	Z	M	999	AK	1
FY2010	M	Z	M	999	AN	1
FY2010	M	Z	M	999	AO	1
FY2010	M	Z	M	999	BG	3
FY2010	M	Z	M	999	BH	6

# FY 2000 COMMISSION DATA

Fiscal Year	Service	Source of Commission	Gender	Race	Ethnicity	Count
FY2000	M	B	F	3	BH	1
FY2000	M	B	F	5	BH	17
FY2000	M	B	M	2	AC	1
FY2000	M	B	M	3	BH	11
FY2000	M	B	M	5	BH	124
FY2000	M	B	M	999	AC	2
FY2000	M	B	M	999	AK	2
FY2000	M	B	M	999	AO	7
FY2000	M	G	F	3	BH	1
FY2000	M	G	F	5	AO	1
FY2000	M	G	F	5	BH	22
FY2000	M	G	F	999	AG	1
FY2000	M	G	F	999	AK	1
FY2000	M	G	M	3	BH	3
FY2000	M	G	M	5	AA	1
FY2000	M	G	M	5	AN	2
FY2000	M	G	M	5	AO	2
FY2000	M	G	M	5	BH	172
FY2000	M	G	M	999	AA	1
FY2000	M	G	M	999	AB	1
FY2000	M	G	M	999	AC	1
FY2000	M	G	M	999	AG	2
FY2000	M	G	M	999	AJ	1
FY2000	M	G	M	999	AL	1
FY2000	M	G	M	999	AO	5
FY2000	M	G	M	999	BH	1

## FY 2000 COMMISSION DATA

FY2000	M	J	F	2	AB	1
FY2000	M	J	F	3	BG	1
FY2000	M	J	F	3	BH	5
FY2000	M	J	F	5	BG	1
FY2000	M	J	F	5	BH	22
FY2000	M	J	F	999	AA	1
FY2000	M	J	F	999	AC	1
FY2000	M	J	F	999	BG	1
FY2000	M	J	M	1	AR	3
FY2000	M	J	M	1	BH	1
FY2000	M	J	M	2	AB	5
FY2000	M	J	M	2	AC	6
FY2000	M	J	M	2	AF	1
FY2000	M	J	M	2	AG	2
FY2000	M	J	M	2	AI	2
FY2000	M	J	M	2	AJ	4
FY2000	M	J	M	2	AO	1
FY2000	M	J	M	2	BH	1
FY2000	M	J	M	3	BG	13
FY2000	M	J	M	3	BH	28
FY2000	M	J	M	5	AK	11
FY2000	M	J	M	5	AN	1
FY2000	M	J	M	5	AO	3
FY2000	M	J	M	5	AR	1
FY2000	M	J	M	5	AT	1
FY2000	M	J	M	5	BG	21
FY2000	M	J	M	5	BH	616
FY2000	M	J	M	999	AC	4
FY2000	M	J	M	999	AG	2
FY2000	M	J	M	999	AJ	1
FY2000	M	J	M	999	AK	15
FY2000	M	J	M	999	AM	1
FY2000	M	J	M	999	AN	1
FY2000	M	J	M	999	AO	10
FY2000	M	J	M	999	AV	2
FY2000	M	J	M	999	BG	2
FY2000	M	J	M	999	BH	3
FY2000	M	J	M	999	ZZ	1

# FY 2000 COMMISSION DATA

FY2000	M	M	F	5 BH	1
FY2000	M	M	M	3 BH	1
FY2000	M	M	M	5 BG	1
FY2000	M	M	M	5 BH	2
FY2000	M	R	F	3 BG	1
FY2000	M	R	F	3 BH	4
FY2000	M	R	F	5 BH	8
FY2000	M	R	F	999 AK	1
FY2000	M	R	F	999 AL	1
FY2000	M	R	F	999 AN	1
FY2000	M	R	M	1 BH	1
FY2000	M	R	M	2 AC	1
FY2000	M	R	M	2 AN	1
FY2000	M	R	M	3 BH	43
FY2000	M	R	M	5 AK	1
FY2000	M	R	M	5 AO	1
FY2000	M	R	M	5 BH	163
FY2000	M	R	M	999 AJ	1
FY2000	M	R	M	999 AK	9
FY2000	M	R	M	999 AL	2
FY2000	M	R	M	999 AN	1
FY2000	M	R	M	999 AO	1
FY2000	M	R	M	999 AV	1
FY2000	M	R	M	999 BG	3
FY2000	M	X	F	2 AG	1
FY2000	M	X	F	5 BH	8
FY2000	M	X	F	999 AN	2
FY2000	M	X	F	999 AO	1
FY2000	M	X	M	2 AB	1
FY2000	M	X	M	2 AF	1
FY2000	M	X	M	3 BH	2
FY2000	M	X	M	5 AK	1
FY2000	M	X	M	5 BG	1
FY2000	M	X	M	5 BH	34
FY2000	M	X	M	999 AK	1
FY2000	M	X	M	999 AL	1
FY2000	M	Z	F	5 BH	1
FY2000	M	Z	M	5 BH	4
FY2000	M	Z	M	999 AK	1

# FY 1990 COMMISSION DATA

Fiscal Year	Service	Source of Commission	Gender	Race	Ethnicity	Count
FY1990	M	A	M	5	BG	1
FY1990	M	B	F	5	BG	1
FY1990	M	B	M	3	BG	6
FY1990	M	B	M	5	BG	77
FY1990	M	B	M	999	AB	1
FY1990	M	B	M	999	AK	3
FY1990	M	B	M	999	AO	2
FY1990	M	E	M	5	BG	1
FY1990	M	G	F	5	AK	1
FY1990	M	G	F	5	BG	11
FY1990	M	G	F	999	BG	1
FY1990	M	G	M	3	BG	14
FY1990	M	G	M	5	AJ	1
FY1990	M	G	M	5	AK	2
FY1990	M	G	M	5	AM	1
FY1990	M	G	M	5	AO	4
FY1990	M	G	M	5	AR	1
FY1990	M	G	M	5	BG	231
FY1990	M	G	M	999	AA	1
FY1990	M	G	M	999	AK	2
FY1990	M	G	M	999	BG	2
FY1990	M	J	F	3	BG	2
FY1990	M	J	F	5	BG	29
FY1990	M	J	F	5	ZZ	1
FY1990	M	J	M	3	BG	56
FY1990	M	J	M	3	ZZ	1
FY1990	M	J	M	5	AC	3
FY1990	M	J	M	5	AJ	1
FY1990	M	J	M	5	AK	8
FY1990	M	J	M	5	AL	3
FY1990	M	J	M	5	AM	3
FY1990	M	J	M	5	AN	2
FY1990	M	J	M	5	AO	7
FY1990	M	J	M	5	AR	2
FY1990	M	J	M	5	AV	1
FY1990	M	J	M	5	BG	942
FY1990	M	J	M	5	ZZ	11
FY1990	M	J	M	999	AB	2
FY1990	M	J	M	999	AC	5
FY1990	M	J	M	999	AF	4
FY1990	M	J	M	999	AG	5
FY1990	M	J	M	999	AI	1
FY1990	M	J	M	999	AK	7
FY1990	M	J	M	999	AM	1
FY1990	M	J	M	999	AN	2
FY1990	M	J	M	999	AO	4
FY1990	M	J	M	999	AR	11
FY1990	M	J	M	999	BG	6



# FY 1990 COMMISSION DATA

FY1990	M	R	M	5	BG	2
FY1990	M	S	M	3	BG	1
FY1990	M	S	M	5	AK	1
FY1990	M	S	M	5	BG	5
FY1990	M	X	F	5	AM	1
FY1990	M	X	F	5	BG	1
FY1990	M	X	M	3	BG	7
FY1990	M	X	M	5	AK	2
FY1990	M	X	M	5	AR	1
FY1990	M	X	M	5	BG	57
FY1990	M	X	M	999	AK	1
FY1990	M	X	M	999	AL	1
FY1990	M	Z	F	3	BG	4
FY1990	M	Z	F	5	AL	1
FY1990	M	Z	F	5	BG	11
FY1990	M	Z	F	999	AK	1
FY1990	M	Z	M	3	AK	1
FY1990	M	Z	M	3	AO	1
FY1990	M	Z	M	3	BG	34
FY1990	M	Z	M	3	ZZ	1
FY1990	M	Z	M	5	AK	4
FY1990	M	Z	M	5	AL	3
FY1990	M	Z	M	5	AM	1
FY1990	M	Z	M	5	AR	1
FY1990	M	Z	M	5	BG	332
FY1990	M	Z	M	5	ZZ	1
FY1990	M	Z	M	999	AC	1
FY1990	M	Z	M	999	AF	1
FY1990	M	Z	M	999	AN	1
FY1990	M	Z	M	999	AO	1
FY1990	M	Z	M	999	AU	1
FY1990	M	Z	M	999	AV	1
FY1990	M	Z	M	999	BG	3

# FY 1980 COMMISSION DATA

Fiscal Year	Service	Source of Commission	Gender	Race	Ethnicity	Count
FY1980	M	A	F	5	BG	8
FY1980	M	A	M	3	BG	7
FY1980	M	A	M	5	AF	1
FY1980	M	A	M	5	AK	1
FY1980	M	A	M	5	AQ	1
FY1980	M	A	M	5	BG	178
FY1980	M	A	M	5	ZZ	2
FY1980	M	A	M	999	AB	1
FY1980	M	G	F	3	BG	1
FY1980	M	G	F	5	BG	2
FY1980	M	G	M	3	BG	8
FY1980	M	G	M	5	AC	1
FY1980	M	G	M	5	AJ	1
FY1980	M	G	M	5	AK	1
FY1980	M	G	M	5	BG	75
FY1980	M	H	F	3	BG	1
FY1980	M	H	F	5	BG	20
FY1980	M	H	M	3	BG	41
FY1980	M	H	M	5	AB	1
FY1980	M	H	M	5	AJ	1
FY1980	M	H	M	5	AK	6
FY1980	M	H	M	5	AL	2
FY1980	M	H	M	5	AR	1
FY1980	M	H	M	5	BG	1147
FY1980	M	H	M	5	ZZ	4
FY1980	M	H	M	999	AB	1
FY1980	M	H	M	999	AJ	1
FY1980	M	H	M	999	AR	1
FY1980	M	H	M	999	ZZ	1
FY1980	M	J	F	3	BG	3
FY1980	M	J	F	5	BG	62
FY1980	M	J	M	3	AL	1
FY1980	M	J	M	3	BG	33
FY1980	M	J	M	5	AB	1
FY1980	M	J	M	5	AJ	1
FY1980	M	J	M	5	AK	5
FY1980	M	J	M	5	AO	3
FY1980	M	J	M	5	AR	1
FY1980	M	J	M	5	BG	742
FY1980	M	J	M	5	ZZ	8
FY1980	M	J	M	999	AB	1
FY1980	M	J	M	999	AC	1
FY1980	M	J	M	999	AL	1
FY1980	M	J	M	999	AR	2
FY1980	M	J	M	999	AS	1

## FY 1980 COMMISSION DATA

FY1980	M	K	M	5	BG	3
FY1980	M	X	F	5	BG	7
FY1980	M	X	M	3	BG	2
FY1980	M	X	M	5	BG	59
FY1980	M	X	M	999	AC	1
FY1980	M	Z	F	3	BG	5
FY1980	M	Z	F	5	BG	14
FY1980	M	Z	F	5	ZZ	1
FY1980	M	Z	M	3	BG	27
FY1980	M	Z	M	3	ZZ	1
FY1980	M	Z	M	5	AK	12
FY1980	M	Z	M	5	AO	1
FY1980	M	Z	M	5	BG	370
FY1980	M	Z	M	5	ZZ	3
FY1980	M	Z	M	999	AC	1
FY1980	M	Z	M	999	AG	1
FY1980	M	Z	M	999	AJ	1
FY1980	M	Z	M	999	AR	1
FY1980	M	Z	M	999	ZZ	2

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## END NOTES

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